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December 1980

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A monthly report on employer compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. Prepared by the Office of Wages and Industrial Relations in collaboration with the Office of Publications.

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Current Wage Developments

December 1980 Volume 32 Number 12

Editors: George Ruben, Olivia Q. Amias

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Wage Highlights

Copper accords. Full production of copper resumed in mid-November after American Smelting and Refining Co. settled with the Steelworkers and other unions to end a strike that began on July 1. Other companies had resumed production earlier, after settling with the various unions representing their employees. Overall, about 25 unions were involved in the coordinated bargaining with the 10 companies, although each of the unions does not represent some of the workers at each of the companies.

All of the contracts were patterned after the August 27 agreement with Kennecott Corp. (See *Current Wage Developments*, October 1980, p. 1.) In addition to Kennecott and American Smelting, the other companies that settled were Phelps Dodge Corp., United States Metals Refining Co., Anaconda Copper Co., Anamax Co, Inspiration Consolidated Co., Magma Copper Co., Miami Copper Co., and White Pine Co. About 39,000 workers were covered by the 10 settlements.

Pittsburgh grocery accord minimizes cost increases. The Food and Commercial Workers and the Kroger Co. negotiated a 3-year contract that included several union concessions on wage and benefit improvements for new employees. The company said that the lesser improvements for new workers were needed to help bring its labor costs more into line with its competitors in the Pittsburgh region. During the negotiations, Kroger said that about 125 contracts in Western Pennsylvania, Wheeling, W. Va., and the Ohio Valley were substantially less costly than its expiring agreement for the Pittsburgh area.

The 3,500 current employees received a 20- to 50-cents-an-hour wage increase, varying by job classification, and they will receive five automatic cost-of-living adjustments, using the same formula as for the five adjustments in the prior contract—1 cent an hour for each 0.4-point movement in the BLS Consumer Price Index for Urban Wage Earners and Clerical Workers (1967 = 100). New part-time workers will not receive the 20- to 50-cents increase or the escalator adjustments; new full-time workers also will not receive the 20- to 50-cents increase but they will receive a partial escalator adjustment in the final contract year.

The parties initially adopted a separate pension plan for new employees but encountered legal and actuarial difficulties that led them to decide to keep new employees in the existing plan for current employees, which is administered by the national headquarters of the union. However, new employees will receive only the benefits the plan is able to provide from a Kroger pension fund payment of 30 cents for each hour worked by the new workers. Current employees will receive larger pensions, financed by Kroger's existing fund payment, of $109.40 a month for each of these workers.

Other terms include a change to time and one-half premium pay for Sunday and holiday work by new hires, while leaving current employees at a double-time premium rate; a flat 40-cents-an-hour premium for nightwork by all employees, instead of the previous 15 percent; termination of the requirement that a union meat department worker be on duty if a store stays open beyond 9 p.m.; and a change to a health and welfare benefits plan for new workers costing Kroger $65 a month, with current employees continuing to be covered by a plan costing $159.18.

Printers sign 10-year contract. The International Typographical Union increased the number of printers covered by long-term contracts when it negotiated a 10-year contract with Baltimore's three daily newspapers. The accord with the *Baltimore Sun*, the *Evening Sun*, and the *Baltimore News American* gave the publishers "full flexibility" to adopt new printing methods in return for a guarantee that the number of workers will not drop below 110 at the *Sun* and 40 at the *New American*. The union won lifetime job guarantees for all active members in 1973. The printers received a $20-a-week pay increase retroactive to the January 1, 1980, effective date of the contract and will receive increases of $33 in 1981, $34 in 1982, and $35 in 1983. In each of the remaining contract years, the printers will receive increases equal to the average of the increases negotiated by the pressmen, mailers, and photoengravers.

The Typographical Workers' first long-term agreement in recent years came in 1974, when it negotiated an 11-year contract with New York City daily newspapers. This was followed by long-term contracts in Minneapolis, Dayton, and Buffalo. These contracts usually provide for specified wage increases in the first few years and in the remaining years for wage reopeners or automatic increases equal to those negotiated by other printing trades.

Selected wage and benefit changes

Current provisions of collective bargaining agreements are summarized below, as are some wage and benefit changes for nonunion workers. Underlined entries in the "Current general wage increase and effective date" column indicate new settlements or new unilateral management decisions.

Coverage generally is limited to actions affecting 1,000 workers or more. Coverage of public employees is essentially limited to those working for the Federal Government, States, and cities with 250,000 inhabitants or more. Information on government employees appears in various sections of this listing, depending on the function of their unit. The information presented is drawn mainly from secondary sources, such as newspapers, union publications, and trade journals. When possible, the Bureau of Labor Statistics verifies settlement terms by checking the agreement. Unions are affiliated with the AFL-CIO except where noted as Independent (Ind.)

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MANUFACTURING		
FOOD AND KINDRED PRODUCTS		
Campbell Soup Co. Paris, Tex. United Food and Commercial Workers—1,500	45 cents 12/80	Deferred increase negotiated 12/79 (CWD Mar. 1980).
E. J. Brach & Sons, Inc. Chicago, Ill. Teamsters (Ind.)—3,000	8 percent 7/15/80	3-year agreement negotiated 7/80 also provided: 7 percent increase effective 7/15/81 and 7/15/82; 5 weeks of paid vacation after 22 years' service (was 25), 4 weeks after 12 years (was 15) effective 1/1/82, and 6th week after 30 years effective 1/1/83; $16 week employer payment to pension fund (was $12); $250,000 (was $50,000) major medical expense benefit; see CWD July 1979.
Winery Employers Assn. Central and Northern Calif. Distillery Workers—3,500	13 percent 8/1/80	3-year agreement negotiated 9/80 also provided: 8 percent 8/1/81 and 7 percent 8/1/82; cost-of-living formula "cap" was raised from 12 cents to 18 cents hour in 2d and 3d year; 20 and 25 cents (was 15 and 20) evening and night shift differentials; improved employer-paid medical coverage; $5,000 (was $2,500) life insurance; $2,000 (was $1,000) year dental plan maximum; double-time pay starting with the 12th hour of work in a day as well as double-time on the seventh day in a week after regular time-and-one-half pay for the first 8 hours; settlement preceded by 16-day strike; see CWD Aug. 1979.
Dried fruit industry Fresno and Monterey counties, Calif. Teamsters (Ind.)—2,000	15 cents 12/1/80	Deferred increase negotiated 4/79 (CWD Aug. 1979); additional 5 cents to finance health and welfare benefits; see CWD June 1980.
Agripac Salem, Eugene, and Junction City, Oreg. Teamsters (Ind.)—3,000	10.66 percent 7/80	Automatic semiannual cost-of-living adjustment—includes 6.84 percent retroactive to 1/80 and 3.81 percent effective 7/80; see CWD Oct. 1979.
TOBACCO MANUFACTURES		
Phillip Morris, U.S.A. Richmond, Va., and Louisville, Ky. Bakery, Confectionery and Tobacco Workers—9,650	15 cents 10/80	Automatic quarterly cost-of-living adjustment; see CWD July 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TOBACCO MANUFACTURES—Continued		
American Tobacco Co. Richmond, Va.; Durham and Reidsville, N.C. Bakery, Confectionery and Tobacco Workers—3,200	15 cents 10/80	Automatic quarterly cost-of-living adjustment; see CWD July 1980.
Brown & Williamson Tobacco Corp. Petersburg, Va. and Winston Salem, N.C. Bakery, Confectionery and Tobacco Workers—2,150	15 cents 10/80	Automatic quarterly cost-of-living adjustment; see CWD July 1980.
Lorillard, Div. of Loews Theatres, Inc. Greensboro, N.C. Bakery, Confectionery and Tobacco Workers—2,200	15 cents 10/80	Automatic quarterly cost-of-living adjustment; see CWD July 1980.
Lorillard, Div. of Loews Theatres, Inc. Louisville, Ky. Bakery, Confectionery and Tobacco Workers—1,250	15 cents 10/80	Automatic quarterly cost-of-living adjustment; see CWD July 1980.
Brown & Williamson Tobacco Corp. Louisville, Ky. Bakery, Confectionery and Tobacco Workers—1,700	15 cents 10/80	Automatic quarterly cost-of-living adjustment; see CWD July 1980.
TEXTILE MILL PRODUCTS		
Textile dyeing, printing and finishing companies New York City area; Pennsylvania; Union City, N.J.; and northern States Clothing and Textile Workers—5,000	70 cents 10/1/80	3-year agreement negotiated 10/4/80 also provided: 60 cents an hour on 10/1/81 and 70 cents on 10/1/82; 13th paid holiday; 3 days of sick leave (was 2); $37 month employer payment to pension fund per employee (was $35), increasing to $38 in 2d year and to $40 in 3d; $250,000 major medical (was $15,000); see CWD Nov. 1979.
M. Lowenstein and Sons N.C., S.C., and Ala. Nonunion	9.5 percent plus 15 cents for skilled workers 7/80	Increase announced by company; see CWD July 1978.
Stearns and Foster Co. Lockland, Ohio Clothing and Textile Workers—1,000	40 cents 12/2/80	Deferred increase negotiated 12/2/78 (CWD Jan. 1979); see CWD Dec. 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
APPAREL AND OTHER TEXTILE PRODUCTS		
American Millinery Manufacturers Assn. and independent shops New York, N.Y. Hatters—2,000	$15 week 1/1/80	3-year agreement negotiated 1/5/80 also provided: $15 week on 1/1/81 and 1/1/82; 10th paid holiday; see CWD Jan. 1979.
R & M Kaufmann Co. Illinois and Iowa Ladies' Garment Workers—1,200	5 percent 12/1/80	Deferred increase negotiated 8/79 (CWD Oct. 1979).
LUMBER AND WOOD PRODUCTS		
Weyerhaeuser Co., Dierks Div. Ark. and Okla. Woodworkers—2,750	7 percent 2/1/80	Deferred increase negotiated 6/6/79 (CWD July 1979).
FURNITURE AND FIXTURES		
DeSoto, Inc., Fort Smith Furniture Div. Fort Smith, Ark. Furniture Workers—1,000	25 cents 2/26/80	Deferred increase negotiated 2/79 (CWD Apr. 1979).
Georgia - Pacific Corp., Williams Furniture Div. Sumpter, S.C. Furniture Workers—1,000	8 percent 4/25/80	Deferred increase negotiated 4/78 (CWD June 1978); see CWD Apr. 1979.
Store Fixture and Architectural Woodwork Institute of Los Angeles and Orange counties Los Angeles and Orange counties, Calif. Carpenters and Joiners—1,600	$1.15 5/1/80	3-year agreement negotiated 5/80 also provided: 55 cents per hour general wage increase effective 5/1/81 and 60 cents on 5/1/82; escalator clause continued—provides semiannual adjustments 1/1/81 through 4/1/83; 12th paid holiday, Columbus Day, beginning 1981; 6 days' sick leave per year (was 3); additional 5 cents per hour worked company payment to pension fund in 1981 and an additional 5 cents in 1982; see CWD July 1979.
CHEMICALS AND ALLIED PRODUCTS		
Colgate-Palmolive Co. Jersey City, N.J. Employees Association, Inc.—1,200	8.524 percent 12/1/80	Deferred increase negotiated 11/79 (CWD June 1980).
Hercules, Inc., Radford Arsenal Radford, Va. Oil, Chemical and Atomic Workers—1,850	9.5 percent 9/14/80	3-year agreement negotiated 9/15/80 also provided: 8.5 percent 9/13/81 and 8 percent 9/19/82; 11th paid holiday; increased company contribution to hospitalization by 9½ cents 1st year, 3.6 cents 2d year and 2.8 cents 3d year; liberalized funeral leave; see CWD Sept. 1979.
American Enka Co. Lowland, Tenn. Textile Workers—2,400	50 cents 10/15/80	Increase negotiated under a cost-of-living clause reopener which also provided 28 cents 6/1/81; see CWD Jan. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
LEATHER AND LEATHER PRODUCTS		
Interco-Florsheim Shoe Co. Various locations Clothing and Textile Workers; Food and Commercial Workers—8,000	40 cents 11/3/80	2-year agreement negotiated 9/30/80 also provided: 20 cents wage increase 11/2/81 and 18 cents 6/7/82; established contract minimum wage of $3.45 for employees with 1 year of service 11/2/81; $35,000 (was $30,000) major medical maximum 11/1/80, $650 (was $600) maximum for surgical and hospital miscellaneous expenses 11/1/81, $60 (was $55) week sickness and accident benefit 11/1/81, and added new outpatient coverage with $25 deductible 11/1/80; $5 (was $4.75) month normal pension for each year of credited service 1/1/81, going to $5.25 1/1/82; see CWD July 1980.
Massachusetts Leather Manufacturers Assn. Massachusetts Leather Workers—1,200	50 cents 9/1/80	3-year agreement negotiated 9/15/80 also provided: hourly increases of 50 cents 9/1/81 and 9/1/82; 2d and 3d shift differentials of 10 cents (was 5) and 15 cents (was 7.5), respectively, 9/1/80; $5,000 (was $4,000) life and accidental death and dismemberment insurance 1/1/81; $125 (was $100) a week accident and sickness benefit for up to 20 weeks (was 17) 1/1/81; settlement preceded by 2-week strike; see CWD Sept. 1979.
STONE, CLAY, AND GLASS PRODUCTS		
National refractories agreement Various locations United Brick and Clay Workers—1,500	13 cents 11/80	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1980.
PPG Industries, Inc. Md. and Pa. Glass and Ceramic Workers—2,300	15 cents 12/1/80	Automatic quarterly cost-of-living adjustment; previously received 10 cents 6/5/78, 16 cents 9/4/78, 15 cents 12/9/78, 14 cents 2/4/79, 17 cents 6/3/79, 27 cents 9/3/79, 23 cents 12/3/79, 19 cents 2/18/80, 29 cents 6/2/80, and 27 cents 9/1/80; see CWD Feb. 1980.
PRIMARY METAL INDUSTRIES		
United States Steel Corp. (production and maintenance employees) Various locations Steelworkers—80,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
United States Steel Corp. (salaried employees) Various locations Steelworkers—5,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
Republic Steel Corp. Various locations Steelworkers—29,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
Jones & Laughlin Steel Corp. Various locations Steelworkers—19,500	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
Armco, Inc. Various locations Steelworkers—13,400	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.

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Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
Bethlehem Steel Corp. Various locations Steelworkers—50,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
Allegheny Ludlum Industries, Inc. Conn., N.Y., and Pa. Steelworkers—7,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
Crucible, Inc. N.Y. and Pa. Steelworkers—5,500	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
NL Industries, Inc., Doehler-Jarvis Casting Div. Batavia, N.Y.; Pottstown, Pa.; and Toledo, Ohio Automobile Workers (Ind.)	11 percent 9/80	3-year agreement ratified 9/14/80 also provided: 3 percent - production workers and 4 percent - skilled workers in both 2d and 3d years; other benefits; see CWD Dec. 1979.
Weirton Steel, a division of National Steel Corp. Weirton, W. Va.; and Steubenville, Ohio Independent Steelworkers Union—11,000	See next column 5/80	3-year agreement ratified 6/30/80 generally similar to agreement between Steelworkers and 9 major basic steel companies (CWD May 1980); see CWD May 1980.
Eastmet Corp. Eastern Stainless Steel Co. Baltimore, Md. Steelworkers—1,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
Harman International Industries, Inc., Automotive Div. Bolivar, Tenn. Automobile Workers (Ind.)—800	9 cents 11/1/80	Automatic quarterly cost-of-living adjustment; previously received 23 cents 5/1/80 and 19 cents 8/1/80; see CWD July 1980.
Weirton Steel Corp., a division of National Steel Corp. Weirton, W.Va., and Steubenville, Ohio Independent Steelworkers Union—11,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1980.
Armco, Inc. Middletown, New Miami, and Hamilton, Ohio Armco Employees Independent Federation, Inc.—6,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1980.
Buckeye International, Inc. Buckeye Steel Castings Co. Div. Columbus, Ohio Steelworkers—1,600	11 cents 10/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PRIMARY METAL INDUSTRIES—Continued		
McLouth Steel Corp. Detroit, Trenton, and Gibraltar, Mich. and Ironton, Ohio Steelworkers—4,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1980.
National Steel Corp. Midwest Steel Div. Portage, Ind. Steelworkers—1,300	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1980.
Youngstown Sheet and Tube Co. operations of Jones & Laughlin Steel Corp. Youngstown, Ohio area and East Chicago, Ind. Steelworkers	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
Inland Steel Co. Indiana Harbor Works East Chicago, Ind. Steelworkers—20,600	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
National Steel Corp. Granite City Steel Div. Granite City, Ill. Steelworkers—2,500	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
McLouth Steel Corp. Ironton, Ohio and Detroit, Trenton, and Gibraltar, Mich. Steelworkers—3,900	See next column 10/80	3-year agreement negotiated 10/80 generally similar to agreement between Steelworkers and 9 major basic steel companies (CWD May 1980); settlement preceded by 2-day strike; see CWD May 1980.
National Steel Corp., Great Lakes Steel Div. Ecorse and River Rouge, Mich. Steelworkers—9,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
C F & I Steel Corp. Pueblo, Canon City and Salida, Colo. and Sunrise, Wyo. Steelworkers—5,000	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1980.
Kaiser Steel Corp. Fontana, Calif. Steelworkers—6,300	14 cents 11/1/80	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1980.
FABRICATED METAL PRODUCTS		
Continental Group, Inc. Various locations Steelworkers—11,000	14 cents 11/15/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
American Can Co. Various locations Steelworkers—9,300	14 cents 11/15/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
FABRICATED METAL PRODUCTS—Continued		
National Can Corp. Various locations Steelworkers—4,500	14 cents 11/15/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
Crown Cork & Seal Co. Various locations Steelworkers—1,800	14 cents 11/15/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
Martin Marietta Corp. Baltimore, Md.; Orlando, Fla.; and Denver, Colo. Automobile Workers (Ind.)—2,300	13 cents 11/10/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
Martin Marietta Corp. Baltimore, Md.; Orlando, Fla.; and Denver, Colo. Automobile Workers (Ind.)—2,300	3 percent 11/3/80	Deferred increase negotiated 11/78 (CWD Apr. 1979), see below.
Century Brass Products Inc. (previously Scovill Manufacturing Co.) Waterbury and New Milford, Conn. Automobile Workers (Ind.)—1,650	35 cents–skilled rates, 25 cents–hourly rates, 15 or 20 cents–incentive base rates	Deferred increase negotiated 9/78 (CWD Jan. 1980); see CWD Apr. 1980.
ITT Grinnell Corp. Columbia, Pa. Molders—1,150	40 cents 10/12/80	Deferred increase negotiated 10/78 (CWD Jan. 1979); see CWD Oct. 1979.
The William Powell Co. Cincinnati, Ohio Steelworkers—1,200	12 cents 11/16/80	Automatic quarterly cost-of-living adjustment, the maximum adjustment for the 3d contract year; see CWD Aug. 1980.
MACHINERY, EXCEPT ELECTRICAL		
International Harvester Co. Various locations Automobile Workers (Ind.)—35,000	3 percent 10/6/80	Annual improvement factor increase negotiated 4/80 (CWD July 1980); see CWD Oct. 1980.
Caterpillar Tractor Co. Various locations Automobile Workers (Ind.)—40,000	3 percent 10/6/80	Annual improvement factor increase negotiated 10/79 (CWD Dec. 1979); see CWD Oct. 1980.
Hyster Co. Various locations United Shop and Service Employees—1,000	Avg. 90 cents 8/28/80	3-year agreement negotiated 8/80 also provided: 4 percent general wage increase effective 6/1/81 and 4 percent on 6/1/82; escalator clause provides for semiannual adjustments beginning 6/1/81; 1 additional day of vacation for employees with 16 years' service, 2 days for 17 years, 3 days for 18 years, and 4 days for those with 19 years; average $15 to $16 month pension for each year of credited service (was $13); dental plan improved; settlement preceded by 11-week strike; see CWD Feb. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
MACHINERY, EXCEPT ELECTRICAL—Continued		
Fedders Corp. Edison, N.J. Electrical Workers (IUE)—1,000	30 cents 10/80	Deferred increase negotiated 10/78 (CWD Feb. 1979); see CWD Oct. 1979.
Borg-Warner Corp., York Div. York, Pa. Automobile Workers (Ind.)—2,000	20 cents 11/80	Deferred increase negotiated 12/78 (CWD Feb. 1979).
Holley Carburetor, Div. of Colt Industries, Inc. Paris, Tenn. Automobile Workers (Ind.)—1,400	70 cents 6/2/80	3-year agreement negotiated 6/80 also provided: 30 cents general wage increase effective 6/1/81 and 30 cents on 6/7/82; additional 10 cents to skilled trades 6/2/80 and 5 cents additional on both 6/1/81 and 6/7/82; 5 cents cost-of-living payment (not tied to CPI) 12/80 and 12/81, and 10 cents 6/81, 6/82, and 12/82; $8.50 month pension for each of up to 35 years of credited service (was $7.50); $80 severance pay for each year of service (was $65); $90 to $137.50 hospital room and board (was $82 to $95), increasing to $100 to $145 in 2d year and $110 to $155 in 3d year; $40,000 major medical insurance (was $30,000); $12,000 life insurance (was $10,000); see CWD Dec. 1979.
Cummins Engine Co., Inc. Columbus, Ind. Diesel Workers' Union—6,700	13 cents 9/80	Automatic quarterly cost-of-living adjustment; see CWD July 1980.
Outboard Marine Corp., Evinrude Motors Div. Milwaukee, Wis. Steelworkers—1,800	10 cents 11/80	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1980.
Tecumseh Products Co., Lauson Engine Div. New Holstein, Wis. Machinists—2,000	74 cents 7/1/80	3-year agreement negotiated 7/80 also provided: 74 cents general wage increases effective both 7/1/81 and 7/1/82; 20 cents 2d shift differential (was 17 cents) and 25 cents premium for 3d shift (was 20 cents) both effective 7/1/82; escalator clause continued—provides for quarterly adjustments of 1 cent for each 0.4 point rise in the BLS-CPI (1967 = 100)—the first adjustment was 11 cents effective 10/1/80; see CWD May 1980.
Deere & Co. Illinois and Iowa Automobile Workers (Ind.)—31,300	3 percent 10/6/80	Annual improvement factor increase negotiated 10/79 (CWD Dec. 1979); see CWD Oct. 1980.
ELECTRICAL AND ELECTRONIC EQUIPMENT		
Stackpole Carbon Co. Saint Marys and Kane, Pa. Electrical Workers (IUE)—1,450	40 cents 10/16/80	Deferred increase negotiated 10/78 (CWD Nov. 1978); previously received 5-cents guaranteed cost-of-living adjustment 4/13/80; see CWD Oct. 1979.
Ford Aerospace and Communication Corp. Connersville, Ind. Electrical Workers (IUE)—2,000	10 cents 11/16/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.
The Eureka Co., Div. of National Union Electric Corp. Bloomington, Ill. Machinists—1,500	11 cents 11/80	Automatic quarterly cost-of-living adjustment; see CWD Aug. 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
ELECTRICAL AND ELECTRONIC EQUIPMENT—Continued		
Wagner Electric Corp. St. Louis, Mo. Electrical Workers (IUE)—1,700	14 cents 10/80	Automatic quarterly cost-of-living adjustment; correction: 35 cents adjustment listed in the Aug. 1980 issue should be 25 cents.
Whirlpool Corp., St. Joseph Div. St. Joseph, Mich. Machinists—1,600	10 cents 11/80	Automatic quarterly cost-of-living adjustment; previously received 19 cents 8/79, 17 cents 11/79, 15 cents 2/80, 25 cents 5/80, and 20 cents 8/80; see CWD Aug. 1979.
TRANSPORTATION EQUIPMENT		
Lockheed Aircraft Corp., Lockheed-California Co. Burbank, Palmdale, Los Angeles, and Van Nuys, Calif. Machinists—16,000	Avg. 7 percent 10/17/80	3-year agreement negotiated 10/80 also provided: avg. 3 percent wage increases effective both 10/3/81 and 10/3/82; additional 1 to 36 cents adjustment to skilled trades; 40 cents shift differential (was 25); $1.89 cost-of-living allowance folded into base rates (after initial increase) and escalator clause revised—provides for quarterly adjustments of 1 cent for each 0.3-point change in the BLS-CPI (1967 = 100) with no monies diverted (was 1 cent "offset" each quarter to help meet benefit costs); employee retiring after 1/1/81 but before 1/1/83—$14 month pension for each year of credited service prior to 12/25/80 and $17 month after 12/25/80; employee retiring after 1/1/83 $15 multiplied by years of service credited prior to 12/25/80 and $17 month times credited years after 12/25/80; 6 percent increase in monthly pensions for past retirees effective 1/1/81; $105 week sickness and accident benefit (was $95); 30 percent increase in each unit of relative value study used to determine payment and reimbursement amounts—surgery and radiotherapy $17, diagnostic x-ray and laboratory benefits $12—effective 12/1/80; doctor call expense benefit increased to $10 and medical benefits for pregnancy paid on the same basis as benefits for an illness; company contributions for dental premiums will be increased by 3½ cents beginning 1/1/81 which will continue existing indemnity plan benefits and add a $500 maximum—50 percent co-insurance orthodontic benefit; major medical plan modified to reflect calendar year deductible concept effective 1/1/81; early retiree medical plan coverage continued for spouse of deceased retiree with company paying full costs; per diem increased to $40 and mileage allowance increased to 20 cents (was 17 cents) effective 11/1/80; employee savings plan contribution increased to $22 weekly maximum and short term investment fund option introduced; see CWD Oct. 1980.
Lockheed Aircraft Corp., Lockheed-Georgia Co. Marietta, Ga.; Clarksburg, W.Va.; Charleston, S.C.; and Meridian, Miss. Machinists—7,350	Avg. 7 percent 10/17/80	3-year agreement negotiated 10/80 also provided: Avg. 3 percent general wage increases effective both 10/3/81 and 10/3/82; additional 1 to 15 cents skilled trades adjustment; other terms similar to Lockheed-California Co. settlement; see CWD Oct. 1980.
Lockheed Missiles and Space Co., Inc. Sunnyvale, Palo Alto, and Santa Cruz, Calif., and various missile and test sites Machinists—6,600	Avg. 7 percent 10/17/80	3-year agreement negotiated 10/80 also provided: Avg. 3 percent general wage increases effective both 10/3/81 and 10/3/82; additional 5 to 20 cents skilled trades inequity adjustment; other terms similar to Lockheed-California Co.—Machinists settlement; see CWD Oct. 1980.
McDonnell Douglas Corp. Long Beach and Compton, Calif.; Tulsa, Okla; and Melbourne, Ark. Automobile Workers (Ind.)—15,000	7 percent 10/20/80	3-year agreement negotiated 10/80 also provided: 3 percent general wage increases effective 10/3/81 and 10/3/82; additional 5 cents shift differential; additional 15 to 25 cents skilled trades inequity adjustment; $1.80 cost-of-living allowance folded into base rates (after initial wage increase) and escalator clause revised—provides for quarterly adjustments of 1 cent for each 0.3-point change in the BLS-CPI with no diversion (was 2 cent "offset" from each quarterly

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
McDonnell Douglas Corp.—Cont.		cost-of-living adjustment to help meet benefit costs); $15 month pension for each year of credited service (was $12) effective 1/1/81; $1.50 month increase for each year of credited service for past retirees; $250,000 major medical insurance for past retirees with company paying full cost and $2,000 restoration of benefits each year; eyeglass and hearing aid plans established; terms generally similar to pattern setting agreement between Boeing Co. and Machinists (CWD Nov. 1980); see CWD Oct. 1980.
McDonnell Douglas Corp. Torrance, Palmdale, Huntington Beach and Vandenberg Air Force Base, Calif.; and Cape Canaveral, Fla. Machinists—6,600	7 percent 11/3/80	3-year agreement negotiated 11/80 also provided: 3 percent general wage increases effective 10/3/81 and 10/3/82; other terms similar to McDonnell Douglas Corp.—Automobile Workers settlement; see CWD Oct. 1980.
Rockwell International Los Angeles and Palmdale, Calif. areas; Tulsa, Okla.; Columbus, Ohio; and various missile and test sites Automobile Workers (Ind.)—12,000	3 percent 11/80	Deferred increase negotiated 6/78 (CWD Aug. 1978); see CWD Nov. 1980.
General Motors Corp. Various locations Automobile Workers (Ind.)—462,000	3 percent 9/15/80	Annual improvement factor increase negotiated 9/79 (CWD Oct. 1979); see CWD Oct. 1980.
Ford Motor Co. Various locations Automobile Workers (Ind.)—190,000	3 percent 9/15/80	Annual improvement factor increase negotiated 9/79 (CWD Oct. 1979); see CWD Oct. 1980.
General Dynamics Corp., Electric Boat Div. Groton, Conn. Metal Trades Council—11,700	10 cents 12/1/80	Automatic guaranteed "cost-of-living" payment; see CWD July 1980.
Dana Corp., Parish Div. Reading, Pa. Steelworkers—1,800	14 cents 11/2/80	Automatic quarterly cost-of-living adjustment; see CWD Sept. 1980.
Westinghouse Air Brake Co. Wilmerding and Swissvale, Pa. Electrical Workers (UE-Ind.)—2,500	25 cents 11/80	Deferred increase negotiated 11/78 (CWD Dec. 1978); see CWD Oct. 1980.
TRW, Inc. Cleveland, Ohio Aircraft Workers Alliance, Inc.—4,300	40 cents 11/80	Deferred increase negotiated 11/79 (CWD Jan. 1980).
Huffy Corp. Celina, Ohio Steelworkers—1,800	10 cents 12/80	Deferred increase negotiated 6/78 (CWD Oct. 1978); see CWD June 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION EQUIPMENT—Continued		
Dana Corp., Spicer Axle Div. Fort Wayne, Ind. Allied Industrial Workers—2,200	19 cents 11/80	Automatic quarterly cost-of-living adjustment; see CWD Nov. 1980.
Motor Wheel Corp. Lansing, Mich. Allied Industrial Workers—2,500	13 cents 10/6/80	Automatic quarterly cost-of-living adjustment—previously received 24 cents effective 7/7/80; see CWD Nov. 1980.
McDonnell Douglas Corp. St. Louis, Mo. Machinists—11,000	16 cents 10/80	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1980.
General Dynamics Corp., Pomona, Calif. Machinists—1,300	3 percent 12/15/80	Deferred increase negotiated 12/18/78 (CWD Feb. 1979); see CWD June 1980.
INSTRUMENTS AND RELATED PRODUCTS		
Foxboro Co. Foxboro, Mansfield, East Bridgewater, West Bridgewater, and Brockton, Mass. Nonunion—6,500	28 to 67 cents—hourly paid personnel $15 to $27—weekly paid office personnel	Company announced increase 10/27/80.
Xerox Corp. Rochester, N.Y. Clothing and Textile Workers—4,500	17.3 cents 9/1/80	Automatic quarterly cost-of-living adjustment; see CWD Oct. 1980.
Leeds & Northrup, div. of General Signal Corp. North Wales, Pa. Automobile Workers (Ind.)—1,600	$1.20 11/3/80	3-year agreement negotiated 11/80 also provided: 77 cents in 2d year and 72 cents in 3d year; included in the overall increase was an Inflationary Cost Adjustment, a fixed percentage that replaced the former cost-of-living adjustment that had been tied to the variable CPI; dental care plan established; prescription drug plan instituted; long-term disability program becomes effective 1/1/81, after 60-day waiting period; settlement preceded by 14-week strike; see CWD Feb. 1980.
Timex Corp. Little Rock, Ark. Machinists—3,000	29 cents 12/4/80	Deferred increase negotiated 12/79 (CWD Mar. 1980).
Robertshaw Controls Co. Long Beach, Calif. Automobile Workers (Ind.)—1,300	Avg. 7½ percent 5/2/80	3-year agreement negotiated 5/80 also provided: average 6.75 percent general wage increase on both 5/2/81 and 5/2/82; additional 30 cents to $1 an hour skilled trades adjustment effective 5/80; 40 cents-an-hour shift differential (was 25); cost-of-living clause guarantees 25 cents minimum payment annually; $8.50 month pension for each year of credited service (was $7.50); no recent listing.
MISCELLANEOUS MANUFACTURING		
Bic Pen Corp. Milford, Conn. Rubber Workers—1,200	46 cents 12/1/80	Deferred increase negotiated 12/78 (CWD Feb. 1979); see CWD Dec. 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
	NONMANUFACTURING	
CONSTRUCTION		
Roofing and Sheet Metal Contractors of the Building Trades employers Assn. Boston, Mass. Sheet Metal Workers—1,100	70 cents 6/1/80	27-month agreement ratified 5/30/80 also provided: 59 cents on 12/1/80, 75 cents 6/1/81, 81 cents 12/1/81, and 45 cents 6/1/82; $1.35 hour to pension fund (was $1.30), $1.45 on 12/1/80, and $1.50 on 12/1/81; $1.22 to health and welfare fund (was $1.16); 50 cents to annuity fund (was 25), and 75 cents on 12/1/81; 11 cents to apprenticeship and training fund (was 10), and 14 cents 12/1/81; 8 cents to industry promotion fund (was 7); see CWD Dec. 1979.
Keystone Building Contractors Eastern and Central Pennsylvania Carpenters and Joiners—4,000	94 cents 5/1/80	Negotiated in 1980 under wage and benefit reopener of 5-year agreement negotiated in 1977; reopener agreement also provided: 70 cents hour to pension fund (was 65), and 60 cents to health and welfare fund (was 55); see CWD Nov. 1979.
Independent contractors Nashville, Tenn., area Carpenters and Joiners—1,400	75 cents 5/1/80	1-year agreement ratified 5/9/80 also provided: 30 cents hour to pension fund (was 25); 11 cents to apprenticeship fund (was 1); see CWD May 1978 for previous listing.
Associated General Contractors of America, Inc. Chattanooga, Tenn. Carpenters and Joiners—1,400	9.5 percent 5/1/80	2-year agreement negotiated in 1980 also provided: 9.5 percent 5/1/81; see CWD Sept. 1979.
Associated General Contractors of East Tennessee Chattanooga, Tenn. Laborers—1,200	60 cents 5/1/80	2-year agreement negotiated in 1980 also provided: 20 cents 11/1/80, 40 cents 5/1/81, and 35 cents 11/1/81; see CWD May 1977 for previous listing.
Associated General Contractors of America, Inc., and Industrial Contractors Assn. Tampa, Fla. Carpenters and Joiners—1,400	70 cents 5/1/80	2-year agreement negotiated in 1980 also provided: 45 cents 11/1/80, 70 cents 5/1/81, and 45 cents 11/1/81; see CWD Nov. 1979.
Independent contractors (building) Jacksonville, Fla. and Southern Georgia Carpenters and Joiners—1,500	80 cents 5/1/80	2-year agreement negotiated in 4/80 also provided: $1 on 5/1/81; 70 cents hour to pension fund (was 60), and 80 cents 5/1/81; 72 cents to health and welfare fund (was 62); 6 cents to apprenticeship fund (was 5); industry promotion fund eliminated (was 5 cents hour); see CWD May 1979.
General contracting companies Jacksonville, Fla. Laborers—2,300	11 percent 5/1/80	2-year agreement negotiated in 1980 also provided: 10 percent 5/1/81; see CWD June 1977 for previous listing.
Associated General Contractors of America, Inc. New Orleans, La. Various unions—12,500	40 - 75 cents 5/1/80	2-year agreement negotiated in 1980 also provided: 30 - 75 cents on 11/1/80, 55 - 75 cents 5/1/81, and 55 cents - $1.15 on 11/1/81; increased payments to fringe benefit funds; see CWD Nov. 1979.
Associated General Contractors of America, Inc. Baton Rouge, La. Carpenters and Joiners—2,200	75 cents 5/1/80	2-year agreement negotiated in 5/80 also provided: 60 cents on both 11/1/80 and 5/1/81, and 75 cents 11/1/81; 70 cents hour to pension fund (was 60) on 5/1/81; 60 cents to health and welfare fund 11/1/80 (was 50), and 65 cents on 5/1/81; 11 cents to training fund 11/1/80 (was 6); see CWD Nov. 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
CONSTRUCTION—Continued		
Associated General Contractors of America, Inc. Baton Rouge, La. Operating Engineers—1,500	70 cents 5/1/80	2-year agreement negotiated in 1978 also provided: 60 cents on 11/1/80, 70 cents 5/1/81, and 60 cents 11/1/81; $1.10 hour to pension fund on 11/1/80 (was $1), and $1.20 on 11/1/81; 10 cents to training fund (was 5); see CWD May 1979.
Associated General Contractors of America, Inc. Lake Charles, La. Carpenters and Joiners—1,500	80 cents 5/1/80	2-year agreement negotiated in 1980 also provided: 63 cents 11/1/80, 90 cents 5/1/81, and 60 cents 11/1/81, with distribution between wages and benefits to be determined later; 70 cents hour to health and welfare fund (was 60); see CWD Nov. 1979.
Associated General Contractors of America, Inc. Louisville, Ky., area Laborers—1,500	70 cents 5/1/80	3-year agreement negotiated in 1980 also provided: 45 cents 11/1/80, $1.15 on 5/1/81, and $1.30 on 5/1/82; 70 cents hour to pension fund (was 60), and 80 cents 5/1/81; 40 cents to health and welfare fund (was 35), and 45 cents 5/1/81; see CWD Nov. 1979.
Associated General Contractors of America, Inc. Columbus, Ohio, area Laborers—2,000	$1.30 5/1/80	2-year agreement negotiated in 1980 also provided: $1.40 on 5/1/81; see CWD May 1979.
Associated General Contractors of America, Inc., Central Ohio Div. Columbus, Ohio, area (31 counties) Carpenters and Joiners—3,000	$1.25 5/1/80	2-year agreement negotiated in 1980 also provided: $1.20 on 5/1/81; $1.25 hour to pension fund (was $1) on 5/1/81; 85 cents to health and welfare fund (was 60), and 90 cents on 5/1/81; see CWD May 1979.
Southern Illinois Builders Assn. Southern Illinois Laborers—1,000	$1.10 4/1/80	2-year agreement ratified 4/11/80 also provided: $1.10 on 4/1/81; 60 cents hour to health and welfare fund (was 50); settlement preceded by 1-week strike; see CWD Apr. 1979.
Associated General Contractors of America, Inc. Springfield, Ill. Teamsters (Ind.)—4,000	$1.10 5/1/80	3-year agreement negotiated in 1980 also provided: $1.025 on both 5/1/81 and 5/1/82; $1.025 hour to pension fund (was 92.5 cents), $1.15 on 5/1/81, and $1.275 on 5/1/82; 85 cents to health and welfare fund (was 70), $1 on 5/1/81, and $1.15 on 5/1/82; see CWD Nov. 1979.
Southwestern Michigan Contractors Assn. Michigan Laborers—2,100	75 cents 5/1/80	2-year agreement ratified 5/3/80 also provided: 15 cents - Grand Rapids and no increase - other locations 11/1/80, 85 cents - all locations 5/1/81, and 10 cents - Grand Rapids and no increase - other locations 11/1/81; 50 cents hour to pension fund (was 35) and 65 cents 5/1/81; 75 cents to health and welfare fund (was 65); see CWD May 1979.
Associated General Contractors of America, Inc. Marquette, Mich. Carpenters and Joiners	$1 5/1/80	1-year agreement negotiated in 1980 also provided: 90 cents hour to pension fund (was 80); 75 cents to health and welfare fund (was 60); first listing.
Minneapolis Assn. of Plumbing Contractors Minneapolis, Minn. Plumbers—1,100	$1.85 6/1/80	1-year agreement negotiated 6/2/80 also provided: 25 cents decrease 7/1/80; 71 cents hour to health and welfare fund 11/1/80 (was 70); 6 cents to apprenticeship fund 11/1/80 (was 5); 2 cents to establish a general benefit (funeral and jury duty leave) fund on 11/1/80; see CWD June 1979.
Twin Cities Piping Industry Assn. Minneapolis and St. Paul, Minn. Plumbers—1,900	See next column 5/1/80	1-year agreement negotiated 5/6/80 provided: $1.70 - Minneapolis and $1.75 - St. Paul; 63 cents hour to pension fund (was 53); 73 cents - Minneapolis (was 71) and 60 cents - St. Paul (was 58) to health and welfare fund on 11/1/80; 6 cents - Minneapolis (was 5) and 7 cents - St. Paul (was 6) to apprenticeship fund on 11/1/80; settlement preceded by 5-day strike; see CWD June 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES		
National Master Freight Agreement (over-the-road and local cartage) National Teamsters (Ind.)—300,000	49 cents hourly or 1.225 cents per mile 10/1/80	Automatic semiannual cost-of-living adjustment; previously received unlisted deferred increase negotiated 4/79 (CWD June 1979) of 35 cents hour or 0.75 cents per mile plus automatic semiannual cost-of-living adjustment of 46 cents hour or 1.15 cents per mile 4/1/80; see CWD Oct. 1979.
Pan American World Airways, Inc. (clerical and passenger service employees) National Teamsters (Ind.)—10,000	See next column	4-year agreement negotiated 8/78 (CWD Oct. 1978) revised 9/15/80 as a result of company merger to bring 3,000 former National clerical and passenger service employees (previously represented by Air Line Employees Assn.) under Pan American agreement standards modified to provide 6 percent (instead of 4 percent) 7/4/80 (instead of 11/7/80); additional increases of 20 and 25 cents 7/4/80 for certain employees; up to 15 (was 13) years of longevity pay; improved jury duty pay for Pan American employees as a result of adopting National employees standard; 22 cents (was 21) for shifts starting in afternoon; other terms continued as originally negotiated in Pan American agreement; previously received 4 percent wage increase 3/7/80 and cost-of-living adjustments of 25 cents in 1/79 and 12/79; see CWD Mar. 1979.
Ozark Air Lines (clerical and agents) National Machinists—1,800	3.5 percent 10/1/80	Deferred increase negotiated 9/79; 3-year agreement also provided for 9.4 percent increase retroactive to 1/1/79 and 2 percent retroactive to 6/1/79, 3 percent 3/1/80, 4.5 percent 6/1/81, and 5 percent 11/1/81; 10/1/79, 8/1/80, and 8/1/81 automatic cost-of-living adjustments of 1 cent for each 0.3 point rise in the BLS-CPI-W (1967 = 100)—the first two adjustments amounted to 12 cents each, the maximum permitted amounts; 11th paid holiday, beginning in 1980; 4 weeks vacation after 10 years (was 12) of service and 5 weeks after 18 years (was 20) beginning in 1980; improved sick leave; increased employer payments to health and welfare of $95 month (was $83) 10/1/79, going to $103 8/1/80, and $111 8/1/81; improved pensions; increased cleaning and maintenance allowance of $8.50 (was $7.50) month 10/1/79, going to $9 1/1/80; see CWD Oct. 1978.
Republic Airlines, Inc. (clerical, office, fleet and passenger service employees) National Air Line Employees (ALPA)—4,300	15.3 percent 11/1/80	25-month agreement negotiated 11/80 also provided: 5 percent increase 6/1/81, 5.2 percent 1/1/82, and 7 percent 6/1/82; 25 cents (was 22) shift differential for afternoons, 30 cents (was 28) for night, 35 cents (was 31) for irregular shifts, and 55 cents (was 50) for relief 12/1/80; $10 (was $7.50) month uniform cleaning allowance 12/1/80, $12.50 1/1/81, and $15 7/1/81; 17 (was 18) years' service for 25 days' vacation and established 35 days for 30 years or more 1/1/81; $500,000 (was $250,000) major medical maximum 1/1/81; improved optical care 1/1/81; new long-term disability benefit plan paying 60 percent of monthly base pay up to $3,500 a month after specified waiting period (payable for 5 years, to age 65 or age 70, depending on age when disability began) 12/1/80; 1 additional day of sick leave for each month of perfect attendance, up to 100 days maximum (reserve sick leave) and payoff of any sick leave accrual on death or retirement 11/1/80; $18 (was $12) and $25 (was $17) monthly pension for each year of service for Class I and Class III employees, respectively, 1/1/81, going to $20 and $27 1/1/82 and established early retirement at age 55 with 3 percent reduction for each year under age 62 at retirement 1/1/81. Republic Airlines resulted from merger of North Central Airlines and Southern Airways—for North Central Airlines employees who previously received unlisted 3 percent deferred increase and $17.50 month annual cost-of-living adjustment 3/1/80 (maximum permitted by contract)—see CWD June 1979.
Central States Area Tank Truck Operators Various Teamsters (Ind.)—9,000	81 cents 11/15/80	Includes deferred increase of 35 cents negotiated 12/79 (CWD June 1980) plus automatic semiannual cost-of-living adjustment of 46 cents; see CWD June 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
TRANSPORTATION AND PUBLIC UTILITIES—Continued		
Eastern area cement haul agreement Maine to South Carolina Teamsters (Ind.)—1,600	49 cents hourly or 1.225 cents per mile 10/12/80	Automatic semiannual cost-of-living adjustment; see CWD June 1980.
National Master Automobile Transporters Agreement National Teamsters (Ind)—23,000	See next column 12/1/80	Automatic semiannual cost-of-living adjustment of 49 cents an hour or 2.45 cents per loaded mile and 1.225 cents per running mile; see CWD July 1980.
Industrial Refuse Collecting Contractors New York, N.Y. Teamsters (Ind)—1,650	$20 week	Deferred increase negotiated 12/1/78; 3-year agreement also provided $25 week 12/1/78 and $20 week 12/1/79; no recent listing.
Atlantic City Electric Co. New Jersey Electrical Workers (IBEW)—1,000	7.8 percent 12/80	Deferred increase negotiated 12/79 (CWD June 1980).
Carolina Telephone and Telegraph Co. Tarboro, N.C. Communications Workers—3,500	9.7 percent 12/80	Deferred increase negotiated 11/79 (CWD Jan. 1980).
Louisville Gas & Electric Co. Louisville, Ky. Utility Workers (Ind.)—2,700	12.6 percent 11/80	Automatic annual cost-of-living adjustment; see CWD Jan. 1980.
Florida Power Corp. St. Petersburg, Fla., area Electrical Workers (IBEW)—1,400	9.1 percent 12/15/80	Deferred increase negotiated 12/79 (CWD June 1980).
Michigan Consolidated Gas Co. (Detroit and Ann Arbor) Michigan Service Employees—1,300	33 cents 12/80	Deferred increase negotiated 12/79 (CWD Jan. 1980).
Wisconsin Public Service Co. Wisconsin Operating Engineers—1,000	12.06 percent 11/80	Increase includes 1.35 percent deferred increase negotiated 11/79 (CWD June 1980) plus 10.71 percent automatic annual cost-of-living increase; see CWD June 1980.
Draymen and Warehousemen's Association of Oregon Oregon Teamsters (Ind.)—1,000	$1.49 8/1/80	Consists of 55 cents deferred increase negotiated 10/79 and 94 cents automatic annual cost-of-living adjustment; 3-year agreement also provided: 90 cents increase 8/1/79 and 55 cents 8/1/81; 8/1/81 automatic annual cost-of-living adjustment of 1 cent for each 0.3-point rise in the BLS-CPI-W (1967 = 100) from 7/80 to 6/81; 5 weeks of vacation after 20 years (was 22) effective 8/1/79; $20 subsistence pay 10/1/79, going to $22 8/1/80 and $23 8/1/81; see CWD Aug. 1978.
Cartage Labor Agreement Seattle, Wash., area Teamsters (Ind.)—2,000	49 cents 11/1/80	Automatic semiannual cost-of-living adjustment; see CWD July 1980.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
WHOLESALE AND RETAIL TRADE		
Stop and Shop, Inc. (meat departments) Mass., Conn., and N.H. United Food and Commercial Workers—1,600	50 cents 12/10/80	Deferred increase negotiated 12/10/78 (CWD Feb. 1979); see CWD Dec. 1979.
Jordan Marsh Co. Boston, Mass. United Food and Commercial Workers—1,500	15 cents 12/1/80	Deferred increase negotiated 7/79 (CWD Oct. 1979).
Association of Uptown Converters and the Textile Converters Assn. New York, N.Y. Retail, Wholesale and Department Stores—1,100	12.5 cents	Deferred increase negotiated 6/79 (CWD Aug. 1979); see CWD June 1980.
Safeway Stores, Inc. Ark., Texas, Okla., and N. Mex. Teamsters (Ind.)—2,800	2 percent 12/1/80	Deferred increase negotiated 7/80 (CWD Oct. 1980).
Spiegel, Inc. (warehouse) Chicago, Ill. Teamsters (Ind.)—1,825	60 cents 3/1/80	3-year agreement negotiated 2/25/80 also provided: 45 cents an hour on 3/1/81 and 3/1/82; 20 cents 2d and 3d shift differential (was 15); cost-of-living clause continued, providing adjustments on 3/1/81 and 3/1/82 of 1 cent for each 0.4-point rise in the BLS-CPI-U (1967 = 100) for Chicago, with a maximum of 15 cents for 1981 and 20 maximum for 1982; 12th paid holiday; $300 month normal pension (was $250); 3 weeks of vacation after 8 years of service (was 10); $150,000 major medical (was $75,000); $14,000 maximum accidental death and dismemberment benefit (was $6,000); $7,000 life insurance (was $6,000); see CWD Apr. 1979.
Chain and independent food stores New Mexico United Food and Commercial Workers—2,000	50 cents 12/18/80	Deferred increase negotiated 11/79 (CWD Jan. 1979).
Associated Produce Dealers and Brokers of Los Angeles, Inc. Los Angeles, Calif., area Teamsters (Ind.)—2,200	75 cents 2/1/80	3-year agreement negotiated 5/9/80 also provided: 50 cents an hour on 2/1/81 and 2/1/82; 70 cents an hour payment to pension fund per employee (was 63), increasing to 77 cents; cost-of-living clause continued, providing adjustments on 8/1/80, 2/1/81, 8/1/81, 2/1/82 and 8/1/82 of 1 cent for each 0.4-point rise in the BLS-CPI-U (1967 = 100) for Los Angeles; see CWD Feb. 1979.
Food Employers Council, Inc. (office employees) Southern California Teamsters (Ind.)—1,550	50 cents 9/3/80	Deferred increase negotiated 11/5/79; 3-year agreement also provided previous increase on 9/3/79, and 50 cents on 9/3/81; $156.52 month payment to pension fund for each employee (was $145.32), increasing to $167.72 in 2d year and to $178.92 in 3d; see CWD Apr. 1979.
PUBLIC ADMINISTRATION		
United States Postal Service Nationwide Letter Carriers; American Postal Workers; Mail Handlers; and Rural Letter Carriers—550,000	$624 year - full-time, 30 cents hour - part-time	Automatic semiannual cost-of-living adjustment; previously received $986 (40 cents hour) adjustment effective 5/80 and $500 deferred wage increase effective 7/21/80; see CWD Dec. 1979.

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
State employees (clerical) Illinois State, County and Municipal Employees—43,000	$65 month 7/1/80	Deferred increase negotiated 4/79 (CWD May 1979).
State highway agreement Illinois Teamsters (Ind.)—2,200	$100 a month 7/1/80	Deferred increase negotiated 1979; agreement also provided $100 a month 7/1/79, $35 a month 1/1/80, and $35 a month 1/1/81, with wage reopener 1/1/82.
State nurses Illinois Illinois Nurses Assn.—1,100	6.25 percent 7/1/80	Deferred increase negotiated 1979; agreement also provided 6 percent effective 7/1/79.
State employees (blue collar) Wisconsin State, County and Municipal Employees—5,000	7 percent (minimum 44 cents), plus one within range step increase	Deferred increase negotiated in 1979; 2-year agreement reached 11/79 also provided 7 percent (minimum 41 cents), plus one within range step increase effective 7/1/79; other benefits include 20 cents hour second shift differential (was 15 cents); 20 cent Saturday differential (was 15 cents).
State employees (engineers and technicians) Wisconsin State Engineers Association (Ind.)—1,000	See next column	Deferred increase and other terms similar to blue collar agreement.
State Nurses Wisconsin United Professionals for Quality Health Care (Ind.)—1,000	See next column	Deferred increase and other terms similar to blue collar agreement.
State employees (social services) Wisconsin State, County and Municipal Employees—2,100	See next column	Deferred increase and other terms similar to blue collar agreement.
State employees (white collar) Wisconsin State, County and Municipal Employees—8,600	See next column	Deferred increase and other terms similar to blue collar agreement.
State employees (technical) Wisconsin State, County and Municipal Employees—4,800	See next column	Deferred increase and other terms similar to blue collar agreement.
State employees (security and public safety) Wisconsin State, County and Municipal Employees—2,800	See next column	Deferred increase and other terms similar to blue collar agreement.
County employees Milwaukee, Wis. State, County and Municipal Employees—6,900	6.25 percent (minimum 37.5 cents) 1/1/80	Deferred increase negotiated 1979 (CWD April 1979).

Continued—Selected wage and benefit changes

Employer, union, and number of workers covered	Current general wage increase and effective date	Related information
PUBLIC ADMINISTRATION—Continued		
Teachers Milwaukee, Wis. Milwaukee Teachers Education Assn.—5,400	See next column	2½-year agreement negotiated 7/17/80 provided a 9 percent wage increase retroactive to 1/1/80, and 8.25 percent 1/1/81, with a wage reopener on 1/1/82; dental plan established 1/1/81 providing $1,000 maximum coverage with a $25 deductible with school board contributing $20 a month toward the cost of family coverage and $6 a month for a single coverage; contract language on class size, staffing of specialty teachers, and a teacher aide formula to be negotiable during agreement's term if the Board finds a change necessary, with any conflict subject to binding arbitration; first listing.
State employees Minnesota Minnesota State Employees Union—16,000	See next column 7/2/80	Agreement signed 5/15/79 provided a 2.5 percent deferred increase for trades workers and 32 cents automatic cost-of-living adjustment for entire unit; agreement also provided average 5.2 percent plus enequity adjustments effective 7/4/79; first listing.
County employees San Diego, Calif. San Diego County Employees Assn.—7,700	See next column	Memorandum of understanding ratified 6/80 provides average 8 percent wage increase; pact provides an arrangement for the purchase by the county of bus saver passes to encourage workers to use public transportation; provision to allow employees to pick one of three health plans.
County employees San Diego, Calif. Social Services Union—1,300	6 percent 7/1/80	Deferred increase negotiated in 1979; previously received 4 percent 8/24/79 (5 percent for 80 employees) and 3 percent 12/28/79.
State employees Oregon Oregon State Employees Assn. (Ind.)—25,000	2 percent 7/1/80	Automatic quarterly cost-of-living adjustment, maximum adjustment under agreement provisions; previously received 2 percent adjustment 4/1/80; 2-year agreement negotiated 7/79 also provided a 1 percent wage increase for employees earning under $1,000 a month; quarterly cost-of-living adjustments beginning 4/1/80, with maximum 2 percent limit for each adjustment; other benefits include 23 cents shift differential (was 21 cents); State assumes an average 6 percent of employees' contribution to retirement system; increased State contribution to health and dental plans; see CWD Feb. 1979.

Strikes or Lockouts

[Actions involving at least 6 workers and 1 full day or shift]

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month	Beginning in month or year (thousands)	In effect during month (thousands)	Number (thousands)	Percent of estimated working time
1947	3,693		2,170		34,600	.30
1948	3,419		1,960		34,100	.28
1949	3,606		3,030		50,500	.44
1950	4,843		2,410		38,800	.33
1951	4,737		2,220		22,900	.18
1952	5,117		3,540		59,100	.48
1953	5,091		2,400		28,300	.22
1954	3,468		1,530		22,600	.18
1955	4,320		2,650		28,200	.22
1956	3,825		1,900		33,100	.24
1957	3,673		1,390		16,500	.12
1958	3,694		2,060		23,900	.16
1959	3,708		1,880		69,000	.50
1960	3,333		1,320		19,100	.14
1961	3,367		1,450		16,300	.11
1962	3,614		1,230		18,600	.13
1963	3,362		941		16,100	.11
1964	3,655		1,640		22,900	.15
1965	3,963		1,550		23,300	.15
1966	4,405		1,960		25,400	.15
1967	4,595		2,870		42,100	.25
1968	5,045		2,649		49,019	.28
1969	5,700		2,481		42,869	.24
1970	5,716		3,305		66,414	.37
1971	5,138		3,280		47,589	.26
1972	5,010		1,714		27,066	.15
1973	5,353		2,251		27,948	.14
1974	6,074		2,778		47,991	.24
1975	5,031		1,746		31,237	.16
1976	5,648		2,420		37,859	.19
1977	5,506		2,040		35,822	.17
1978	4,230		1,623		36,922	.17
1979[r]: September	474		152		2,804	.16
October	439		208		3,372	.17
November	272		91		3,201	.17
December	140		46		2,424	.13
1980[p]: January	352	441	207	292	3,142	.16
February	354	500	114	332	3,025	.17
March	366	631	123	310	2,705	.14
April	425	663	116	231	2,796	.14
May	505	752	139	214	2,484	.13
June	435	714	164	201	2,553	.13
July	481	768	270	304	4,030	.21
August	429	788	64	238	3,363	.17
September	438	711	163	269	3,169	.16

[r] = revised.

[p] = preliminary.

Major Agreements Expiring in January

Employer and location	Industry	Union[1]	Number of workers
Aldens, Inc. (Chicago, Ill.)	Retail trade	Teamsters (Ind.)	1,900
American Home Foods, Inc., Chef Boy-ar-dee Division (Milton, Pa.)	Food products	Food and Commercial Workers	1,300
American National Insurance Co. (Galveston, Tex.)	Insurance	Insurance Workers	3,850
Bryant Packing Co. (West Point, Mass.)	Food products	Food and Commercial Workers	1,200
Building Trades Employers Association Cement League and Building Contractors Association (New York, N.Y.)	Construction	Plasterers and Cement Masons	1,600
Corning Glass Works (Corning, N.Y.)	Stone, clay, and glass products	Flint Glass Workers	4,000
Del Monte Corp., Midwest Division (Illinois)	Food products	Retail, Wholesale and Department Store	1,450
Dow Jones and Co., Inc. (Interstate)	Printing and publishing	Independent Association of Publishers Employees, Inc. (Ind.)	1,100
Honeywell, Inc. (Minneapolis and St. Paul, Minn.)	Instruments	Teamsters (Ind.)	8,000
Kroger Co., Houston Division (Texas)	Retail trade	Food and Commercial Workers	2,400
Movers Association of Greater Chicago, Individual Employer (Illinois)	Trucking	Teamsters (Ind.)	1,000
Philadelphia Food Store Employer Labor Council (Pennsylvania)	Retail trade	Food and Commercial Workers	6,500
Shell Oil Co., Shell Chemical Co. (Houston, Tex.)	Petroleum	Oil, Chemical and Atomic Workers	2,250
Supermarkets, 6 companies (Georgia and Tennessee)[2]	Retail trade	Food and Commercial Workers	1,600
	Government activity	Employee organization[1]	
Michigan: Detroit Public Schools Custodial-Maintenance-Transportation Employees	Education	American Federation of State, County and Municipal Employees	2,400

[1] Affiliated with AFL-CIO except where noted as independent (Ind.).

[2] Industry area (group of companies signing same contract).

Statistics on Compensation Changes

Definition of terms

Average hourly compensation—The series measures changes in wages and salaries plus supplements (according to National Income Accounts definitions) per hour paid for. Data for all persons in the private business sector include compensation of employees and imputed labor compensation of self-employed. Data for employees in the nonfarm business sector include employees of government enterprises. Data in 1967 dollars adjust current-dollar series for price changes.

Average hourly and weekly earnings—The basic series consist of regular hourly or weekly payroll expenditures before deductions, that is, straight-time earnings plus premium and incentive pay. Weekly earnings in 1967 dollars adjust earnings for price changes, while real spendable earnings adjust for price and Federal income and social security tax changes. Data for the private nonfarm economy cover production and related workers in mining and manufacturing, construction workers in contract construction, and nonsupervisory workers in all other industries; data for Federal executive branch employees include supervisory and nonsupervisory employees.

Hourly Earnings Index—This series adjusts average hourly earnings data (as described above) to exclude effects of two types of changes that are unrelated to underlying wage-rate developments: Fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes in the proportion of workers in high-wage and low-wage industries. In addition, the seasonal adjustment eliminates the effect of changes that normally occur at the same time and in about the same magnitude each year.

Union scales, building trades—Underlying data consist of wage rates and selected benefits as of the first workday in January, April, July, and October paid to unionized workers in seven building trades in cities of 100,000 population or more: Bricklayers, laborers, carpenters, electricians, painters, plasterers, and plumbers. Compensation is, in the case of "hourly wage rates," minimum wage rates (excluding premium pay for overtime, or for work on weekends, holidays, or late shifts) agreed upon in collective bargaining; in the case of "wages and selected benefits," it is wage rates, as defined above, plus employer payments to health and welfare, pension, and vacation funds, and, beginning with the second quarter of 1979, payments to holiday, savings, and supplemental unemployment benefit funds as well.

Wage rates, hired farm labor—Data refer to wages paid during the week which includes January 12, April 12, July 12, and October 12. The series covers cash payments to workers and excludes perquisites such as room and board. Hired farmworkers are defined as those working only for wages for 1 hour or more on farm during the survey week. The data are obtained by the U.S. Department of Agriculture and are published by the agency (without seasonal adjustment) in *Farm Labor*.

Employment Cost Index—The data measure quarterly percent change in wages and salaries and compensation in the private nonfarm economy. Wages and salaries are defined as straight-time average hourly earnings. Compensation consists of wages and salaries plus the employer cost of supplying supplementary benefit such as vacations, pensions, and Social Security.

Statistics on changes in wages and salaries are available beginning with the December 1975 quarter. Compensation change measures were introduced in the March 1980 quarter. Wage and benefit cost data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. The data are not seasonally adjusted.

The basic sampling unit is an occupation within an establishment. Data collected from some 10,000 of these sample units are used in conjunction with base period employment weights to calculate a weighted average wage and compensation rate for each occupation within an industry. Fixed weights from the 1970 census are applied to the industry/occupation cells to form aggregates that are summed and compared to those for the prior quarter to derive quarterly change. Use of these fixed weights allows the statistics to be free from the in-

fluence of employment shifts among industries, occupations, and establishments.

Twelve-month changes are also available for the wage and salary measure, and will be added to the compensation statistics as the time series permits.

Current expansion plans for the series call for the addition of State and local governments in 1981. The eventual inclusion of the Federal civilian workforce, plus agricultural and household workers, will bring the series to a measure of wage and compensation change for the entire civilian economy.

Average wage-rate adjustments effective in major collective bargaining units—Data refer to general wage-rate adjustments made effective during reference period under private nonfarm industry bargaining agreements covering 1,000 workers or more. The data combine newly negotiated adjustments, those negotiated earlier, and cost-of-living escalator adjustments. Wage-rate changes are expressed as a percent of straight-time hourly earnings. Average adjustments are affected by workers receiving no change as well as by those receiving increases or decreases. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. The data are limited to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries.

Wage and benefit adjustments, major collective bargaining settlements—Data apply to private nonfarm industry collective bargaining settlements affecting 1,000 workers or more (5,000 workers or more for wages and benefits). They are further limited to production and related workers in manufacturing and nonsupervisory workers in nonmanufacturing industries. Measures are recorded in the quarter in which the settlement was reached regardless of effective dates of adjustment. Changes over the life of agreements refer to total agreed-upon changes, expressed as an average annual rate of change. First-year adjustments refer to changes to go into effect within the first 12 months after the effective data of agreement. Wage-rate changes are expressed as a percent of straight-time hourly earnings, while wage and benefit (package) changes are expressed as a percent of total compensation, including legally required employer contributions for social insurance. Averages are worker-weighted, and all workers affected by an action are entered at the average for the group. Data cover all settlements, including those increasing, decreasing, and making no change in pay.

Earnings changes, selected occupational groups in metropolitan areas—The percent increases presented are based on changes in average straight-time hourly earnings for establishments reporting the trend jobs in both the current and previous year. The trends are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples, but they are affected by hirings, layoffs, and employee turnover within establishments that have a range of wage rates for individual jobs. The data are based on the Bureau's annual surveys of earnings in over 75 Standard Metropolitan Statistical Areas for selected occupations common to six broad industry groups. Establishments employing 50 workers or more are studied in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. In 13 of the largest areas, the minimum is 100 workers in manufacturing; transportation, communication, and other public utilities; and retail trade. Dashes indicate no data or data that do not meet publication criteria.

Table 1. Selected overall measures of compensation, annual data

Measure	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979
In dollars											
Average hourly earnings, private nonfarm sector: [1]											
Current dollars	$3.04	$3.23	$3.45	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16
1967 dollars	2.77	2.78	2.84	2.95	2.98	2.87	2.81	2.85	2.89	2.91	2.83
Average weekly earnings, private nonfarm sector: [1]											
Current dollars	114.61	119.83	127.31	136.90	145.39	154.76	163.53	175.45	189.00	203.70	219.30
1967 dollars	104.38	103.04	104.95	109.26	109.23	104.78	101.48	102.90	104.13	104.30	100.73
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents): [1]											
Current dollars	99.99	104.90	112.43	121.68	127.38	134.61	145.66	155.87	169.93	180.71	194.35
1967 dollars	91.07	90.26	92.69	97.11	95.70	91.14	90.36	91.42	93.63	92.53	89.27
Indexes, 1967 = 100											
Average hourly compensation:											
All persons, private business sector:											
Current dollars	116.0	123.3	131.8	139.9	151.3	165.2	181.7	197.6	213.3	231.4	253.1
1967 dollars	104.8	106.0	108.5	111.8	113.6	111.8	112.7	115.9	117.5	118.5	116.4
All employees, nonfarm business sector:											
Current dollars	114.2	121.9	130.1	138.3	148.2	162.7	178.1	193.8	209.2	226.9	247.1
1967 dollars	104.0	104.8	107.2	110.4	112.1	110.2	111.1	113.7	115.3	116.1	113.7
Hourly Earnings Index: [1]											
Current dollars	113.2	120.7	129.2	137.5	146.0	157.5	170.6	183.0	198.6	212.9	229.8
1967 dollars	103.1	103.8	106.5	109.7	109.7	108.7	105.9	107.3	108.4	109.0	105.6

[1] Production and nonsupervisory workers.

Table 2. Selected overall measures of compensation, monthly data unless otherwise noted

Measure	1979						1980										
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[P]	Nov.[P]
Data before seasonal adjustment																	
In dollars																	
Average hourly earnings, private nonfarm sector: [1]																	
Current dollars	$6.16	$6.16	$6.30	$6.31	$6.34	$6.38	$6.42	$6.46	$6.51	$6.53	$6.57	$6.61	$6.64	$6.68	$6.80	$6.86	$6.91
1967 dollars	2.81	2.79	2.82	2.80	2.79	2.77	2.75	2.75	2.71	2.69	2.69	2.67	2.66	2.66	2.67	2.69	(*)
Average weekly earnings, private nonfarm sector: [1]																	
Current dollars	221.76	222.46	225.54	225.27	225.70	229.04	225.34	226.75	229.15	228.55	229.95	233.33	234.39	237.14	240.04	242.16	243.92
1967 dollars	101.09	100.44	100.82	99.85	99.17	99.58	96.59	95.88	95.52	94.21	93.82	94.16	94.51	95.01	95.29	95.39	(*)
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents): [1]																	
Current dollars	196.26	196.83	199.15	198.94	199.27	201.80	199.00	200.37	201.89	201.43	202.49	205.06	205.86	207.95	210.15	211.76	213.09
1967 dollars	89.45	88.86	89.03	88.16	87.55	87.74	85.30	84.80	84.16	83.03	82.62	82.75	83.01	83.31	83.43	83.34	(*)
Indexes, 1967 = 100																	
Hourly Earnings Index: [1]																	
Current dollars	230.0	230.9	234.4	234.9	236.7	238.9	240.7	242.4	244.4	245.7	247.4	249.4	251.1	252.5	255.5	257.5	259.6
1967 dollars	104.6	104.2	104.8	104.1	104.0	103.9	103.2	102.5	101.9	101.3	100.9	100.6	101.3	101.1	101.4	101.3	(*)
Data after seasonal adjustment																	
In dollars																	
Average hourly earnings, private nonfarm sector: [1]																	
Current dollars	$6.17	$6.22	$6.26	$6.28	$6.34	$6.39	$6.41	$6.45	$6.51	$6.54	$6.57	$6.62	$6.67	$6.71	$6.77	$6.82	$6.90
1967 dollars	2.82	2.82	2.80	2.78	2.78	2.77	2.74	2.72	2.71	2.69	2.68	2.68	2.70	2.70	2.69	2.69	(*)
Average weekly earnings, private nonfarm sector: [1]																	
Current dollars	219.65	222.05	222.86	223.57	225.70	228.12	228.20	228.98	230.45	230.86	230.61	231.70	232.78	235.52	238.30	240.06	243.57
1967 dollars	100.43	100.52	99.76	99.10	99.03	98.86	97.52	96.53	95.82	95.06	94.16	93.77	94.17	94.82	94.75	94.51	(*)
Spendable average weekly earnings, private nonfarm sector (worker and 3 dependents): [1]																	
Current dollars	194.62	196.49	197.12	197.65	199.27	201.10	201.17	201.76	202.87	203.18	202.99	203.82	204.64	206.72	208.83	210.18	212.83
1967 dollars	88.99	88.95	88.24	87.61	87.44	87.17	85.97	85.00	84.56	83.68	82.99	82.48	82.78	83.65	83.03	82.74	(*)
Indexes, 1967 = 100																	
Average hourly compensation (quarterly data):																	
All persons, private business sector:																	
Current dollars	.....	255.7	.....	.....	260.3	.....	.....	267.6	.....	.....	275.3	.....	.....	280.8	.....	.....	(*)
1967 dollars	.....	115.6	.....	.....	114.2	.....	.....	112.9	.....	.....	112.5	.....	.....	112.7	.....	.....	(*)
All employees, nonfarm business sector:																	
Current dollars	.....	249.2	.....	.....	254.6	.....	.....	261.1	.....	.....	269.0	.....	.....	273.4	.....	.....	(*)
1967 dollars	.....	112.9	.....	.....	111.7	.....	.....	110.1	.....	.....	109.5	.....	.....	109.8	.....	.....	(*)
Hourly Earnings Index: [1]																	
Current dollars	230.8	232.3	234.3	235.0	237.3	239.4	240.3	242.4	245.2	246.2	246.3	250.9	252.1	254.0	255.4	257.7	260.3
1967 dollars	105.5	105.2	104.9	104.2	104.1	103.8	102.7	102.2	102.0	101.4	101.4	101.5	102.0	102.0	101.5	101.4	(*)

[1] Production and nonsupervisory workers.
*Not available.
[P] = preliminary.

Table 3. Selected measures of compensation, by industry, current dollars, annual data

Measure	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979
In dollars											
Average hourly earnings, private nonfarm economy [1]	$3.04	$3.23	$3.45	$3.70	$3.94	$4.24	$4.53	$4.86	$5.25	$5.69	$6.16
Mining	3.60	3.85	4.06	4.44	4.74	5.23	5.95	6.46	6.94	7.67	8.50
Contract construction	4.79	5.24	5.69	6.06	6.41	6.81	7.31	7.70	8.10	8.66	9.27
Manufacturing	3.19	3.35	3.57	3.82	4.09	4.43	4.83	5.22	5.68	6.17	6.69
Transportation and public utilities	3.63	3.85	4.21	4.65	5.02	5.41	5.86	6.45	6.99	7.57	8.17
Wholesale and retail trade	2.56	2.72	2.88	3.05	3.23	3.48	3.73	3.97	4.28	4.67	5.06
Wholesale trade	3.23	3.44	3.67	3.85	4.07	4.38	4.72	5.03	5.39	5.88	6.39
Retail trade	2.30	2.44	2.57	2.75	2.91	3.14	3.36	3.57	3.85	4.20	4.53
Finance, insurance, and real estate	2.93	3.07	3.22	3.36	3.53	3.77	4.06	4.27	4.54	4.89	5.27
Services	2.61	2.81	3.04	3.27	3.47	3.75	4.02	4.31	4.65	4.99	5.36
Indexes, 1967 = 100											
Hourly Earnings Index, private nonfarm economy [1]	113.2	120.7	129.2	137.5	148.0	157.5	170.6	183.0	196.8	212.9	229.8
Mining	113.3	119.9	126.8	136.8	147.2	163.1	183.4	198.8	214.8	241.0	263.9
Contract construction	116.5	127.2	138.0	146.1	154.1	163.7	175.6	185.1	194.5	207.6	222.0
Manufacturing	112.4	119.4	127.3	135.3	143.6	155.9	171.4	184.6	199.3	216.0	234.7
Transportation and public utilities	111.8	118.6	129.6	142.3	153.5	165.3	179.8	196.7	213.4	230.9	249.3
Wholesale and retail trade	113.8	120.9	128.0	134.7	142.7	154.0	165.4	176.1	189.6	206.8	223.8
Wholesale trade	112.1	119.3	127.3	134.9	142.8	153.7	165.5	176.0	188.7	205.9	223.9
Retail trade	114.7	121.7	128.4	134.6	142.6	154.2	165.4	176.2	190.1	207.3	223.7
Finance, insurance, and real estate	112.2	118.9	128.2	132.1	139.4	149.9	161.1	169.9	180.7	194.5	209.6
Services	113.5	121.6	131.0	139.7	148.2	159.7	171.1	183.9	197.9	212.4	227.8
Average hourly earnings, all Federal executive branch employees	115.7	128.9	139.5	150.0	161.1	(*)	(*)	199.5	214.1	229.6	244.9

[1] Production and nonsupervisory workers.

*Not available.

Table 4. Selected measures of compensation, by industry, current dollars, monthly data unless otherwise noted

Measure	1979						1980										
	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
Data before seasonal adjustment																	
In dollars																	
Average hourly earnings, private nonfarm economy [1]	$6.16	$6.18	$6.20	$6.21	$6.34	$6.38	$6.42	$6.46	$6.51	$6.53	$6.57	$6.61	$6.64	$6.69	$6.73	$6.86	$6.91
Mining	8.54	8.50	8.59	8.59	8.73	8.75	8.86	8.90	8.95	9.10	9.08	9.16	9.06	9.18	9.32	9.40	9.61
Contract construction	9.26	9.34	9.52	9.60	9.62	9.59	9.49	9.61	9.68	9.80	9.77	9.81	9.91	10.05	10.19	10.24	10.22
Manufacturing	6.72	6.70	6.80	6.82	6.87	6.97	6.96	7.00	7.06	7.09	7.13	7.20	7.29	7.30	7.40	7.46	7.57
Transportation and public utilities	8.19	8.31	8.44	8.43	8.51	8.54	8.55	8.58	8.62	8.71	8.72	8.75	8.90	8.95	9.04	9.20	9.25
Wholesale and retail trade	5.05	5.06	5.13	5.15	5.18	5.18	5.34	5.38	5.40	5.40	5.42	5.43	5.46	5.48	5.56	5.58	5.63
Finance, insurance, and real estate	5.26	5.28	5.37	5.35	5.41	5.48	5.53	5.60	5.68	5.68	5.70	5.77	5.77	5.82	5.87	5.90	5.99
Services	5.29	5.31	5.45	5.48	5.55	5.61	5.65	5.70	5.75	5.75	5.79	5.81	5.79	5.81	5.90	6.00	6.09
Wage rates, hired farm labor (quarterly data)	3.41			3.72			3.91			3.77			3.74			3.92	
Indexes, 1967 = 100																	
Hourly Earnings Index, private nonfarm economy [1]	230.0	230.9	234.4	234.9	236.7	236.9	240.7	242.4	244.4	245.7	247.4	248.4	251.1	252.5	255.5	257.5	259.6
Mining	267.4	265.2	268.0	268.0	271.7	272.4	274.8	276.3	278.9	284.6	285.0	287.5	287.9	289.5	293.0	295.2	300.8
Contract construction	222.3	224.3	228.3	227.6	227.7	228.4	224.6	227.7	229.7	230.7	233.3	234.6	237.0	240.2	243.4	244.3	243.5
Manufacturing	235.2	235.9	238.5	239.9	242.0	245.1	246.2	248.2	250.3	252.1	254.4	257.5	260.2	261.3	264.4	266.4	268.4
Transportation and public utilities	248.9	252.7	257.6	257.6	259.0	261.1	261.6	262.9	264.1	266.4	267.1	267.6	271.7	273.5	276.7	281.8	283.5
Wholesale and retail trade	223.8	224.4	227.3	227.5	229.1	230.5	235.4	236.1	238.1	239.0	240.0	241.4	243.4	244.1	246.6	247.4	249.5
Wholesale trade	224.0	224.6	228.5	228.4	230.5	234.2	235.2	236.8	239.1	240.2	241.0	243.0	244.2	244.9	247.6	248.4	250.9
Retail trade	223.6	224.3	226.6	227.0	228.3	228.5	235.5	235.7	237.5	238.2	239.4	240.5	242.9	243.7	246.0	246.8	248.7
Finance, insurance, and real estate	210.4	210.2	213.6	212.7	214.8	217.7	219.9	222.9	222.5	225.6	226.3	229.0	229.2	231.3	232.7	234.0	237.6
Services	226.8	227.6	231.8	232.2	234.5	237.3	239.4	241.1	243.2	243.8	245.7	247.4	246.9	248.0	252.0	254.3	257.5
Average hourly earnings, all Federal executive branch employees	238.9	241.9	244.6	245.1	257.6	260.8	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Average union scales, 7 building trades (quarterly data):																	
Wages and selected benefits	282.1			284.7			286.6			288.2			283.0			295.7	
Hourly wage rates	237.6			239.0			240.7			242.1			255.7			261.1	
Data after seasonal adjustment																	
In dollars																	
Average hourly earnings, private nonfarm economy [1]	$6.17	$6.22	$6.26	$6.26	$6.34	$6.39	$6.41	$6.45	$6.51	$6.54	$6.57	$6.62	$6.67	$6.71	$6.77	$6.82	$6.90
Mining	8.54	8.50	8.59	8.59	8.73	8.75	8.86	8.90	8.95	9.10	9.08	9.16	9.08	9.19	9.32	9.40	9.61
Contract construction	9.29	9.33	9.39	9.40	9.48	9.55	9.46	9.64	9.75	9.79	9.83	9.89	9.94	10.04	10.05	10.13	10.18
Manufacturing	6.73	6.75	6.79	6.82	6.87	6.91	6.93	6.99	7.06	7.11	7.15	7.22	7.30	7.36	7.42	7.49	7.56
Transportation and public utilities	8.19	8.31	8.44	8.43	8.51	8.54	8.55	8.58	8.62	8.71	8.72	8.75	8.90	8.95	9.04	9.20	9.25
Wholesale and retail trade	5.07	5.11	5.13	5.15	5.20	5.23	5.28	5.31	5.37	5.38	5.42	5.45	5.50	5.53	5.56	5.58	5.65
Finance, insurance, and real estate	5.28	5.28	5.37	5.35	5.41	5.48	5.53	5.60	5.68	5.68	5.70	5.77	5.77	5.82	5.87	5.90	5.99
Services	5.36	5.40	5.45	5.47	5.54	5.60	5.60	5.64	5.72	5.72	5.78	5.86	5.87	5.91	6.00	5.99	6.07
Indexes, 1967 = 100																	
Hourly Earnings Index, private nonfarm economy [1]	230.8	232.3	234.5	235.0	237.3	239.4	240.3	242.4	245.2	246.2	248.3	250.9	252.1	254.0	255.4	257.7	260.3
Mining	265.0	264.7	265.8	267.7	272.0	274.6	277.0	278.5	280.9	283.7	284.2	286.3	285.3	288.9	290.4	294.9	301.1
Contract construction	222.1	223.3	224.5	224.7	226.5	228.1	225.8	229.8	232.2	233.0	234.2	235.3	236.7	239.0	239.3	241.2	242.3
Manufacturing	235.5	237.0	238.5	239.9	241.9	244.1	245.2	247.8	250.2	252.4	255.0	258.3	260.6	262.4	264.5	266.4	269.3
Transportation and public utilities	249.9	252.4	255.1	255.8	256.7	260.1	260.8	262.4	265.9	267.2	267.7	270.6	272.8	273.2	274.0	279.9	282.0
Wholesale and retail trade	223.9	225.5	227.2	227.6	229.7	231.4	234.2	235.2	237.8	238.0	239.8	241.8	243.5	245.3	246.5	247.4	250.2
Wholesale trade	224.4	225.7	227.8	227.3	230.3	233.0	234.3	237.0	239.9	239.8	241.7	244.2	244.7	246.1	248.9	247.1	250.6
Retail trade	223.6	225.4	226.9	227.7	229.4	230.6	234.1	234.3	236.8	237.0	238.7	240.5	242.9	244.9	246.3	247.5	250.0
Finance, insurance, and real estate	210.1	211.4	214.0	212.9	215.7	217.9	218.4	221.1	225.7	224.9	226.3	230.2	229.0	232.7	233.1	234.2	238.5
Services	227.5	226.7	231.6	232.3	234.9	237.8	237.7	239.7	242.7	243.0	245.7	248.4	247.6	249.8	251.7	254.3	256.0
Average union scales, 7 building trades (quarterly data):																	
Wages and selected benefits	260.2			263.6			267.4			271.7			279.9			287.5	
Hourly wage rates	235.0			238.0			241.4			245.3			252.9			260.1	

[1] Production and nonsupervisory workers.
[*] Not available.
[p] = preliminary.

Table 5. Compensation changes from same quarter a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1977		1978				1979				1980		
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
Average hourly compensation:													
All persons, private business sector	8.0	7.2	6.9	8.3	8.4	8.8	9.0	9.4	8.4	8.2	8.3	8.9	9.8
All employees, nonfarm business sector:													
Curr.'nt dollars	7.9	7.4	6.9	8.2	8.4	8.9	8.9	8.9	8.9	8.9	8.9	8.7	9.7
1967 dollars	1.1	.7	1.3	1.0	.4	.8	−1.1	−1.7	−2.6	−3.4	−4.5	−4.1	−3.7
Average hourly earnings, private nonfarm economy [1]	7.9	7.7	7.9	8.5	8.8	8.8	8.8	8.9	8.2	7.8	7.7	8.2	9.0
Mining	8.2	8.8	9.5	11.0	12.5	14.4	16.0	15.3	8.7	8.2	8.2	7.2	7.5
Contract construction	4.4	4.3	4.9	6.4	7.5	7.7	7.7	7.2	7.1	7.0	8.6	7.2	7.2
Manufacturing	8.7	8.9	8.9	8.5	8.7	9.1	9.0	8.9	8.5	7.8	7.5	7.9	8.9
Transportation and public utilities	8.0	9.3	9.4	9.5	9.1	7.9	7.9	8.4	8.7	9.0	8.7	8.8	7.8
Wholesale and retail trade	7.8	7.4	8.9	8.0	8.4	8.8	8.3	8.7	8.2	7.8	7.8	8.0	8.4
Finance, insurance, and real estate	5.8	6.7	8.5	7.8	8.2	9.2	8.1	7.4	7.8	7.7	8.9	8.8	8.8
Services	7.7	7.1	7.2	7.4	7.8	7.8	7.1	7.8	7.5	8.0	8.4	9.4	9.3
Hourly Earnings Index: [1]													
Private nonfarm economy, current dollars	7.4	7.0	7.9	8.1	8.3	8.4	8.3	7.9	8.0	8.1	8.4	9.1	9.2
1967 dollars	.7	.8	1.1	1.0	.4	−.5	−1.0	−2.7	−3.5	−4.3	−5.1	−4.8	−3.2
Mining	7.9	7.5	5.6	11.7	12.8	13.7	16.7	11.0	8.7	8.5	8.9	8.3	8.7
Contract construction	4.8	5.1	4.8	6.4	7.4	7.6	7.6	7.0	6.9	6.6	6.1	6.6	6.6
Manufacturing	8.1	8.3	8.4	8.3	8.3	8.4	8.5	8.9	8.6	8.7	9.0	9.7	10.7
Transportation and public utilities	8.1	8.0	9.1	8.4	8.1	7.4	7.4	8.8	8.6	9.0	8.5	10.1	9.3
Wholesale and retail trade	7.7	7.4	8.6	8.7	8.3	8.6	8.1	8.4	7.8	7.8	8.0	8.3	8.7
Wholesale trade	7.4	7.9	8.3	8.6	8.7	8.3	8.5	8.3	8.4	8.1	8.0	8.1	8.8
Retail trade	7.9	7.2	8.6	8.8	8.1	8.5	8.9	8.0	7.7	7.5	7.5	7.8	8.6
Finance, insurance, and real estate	5.8	6.7	8.5	7.7	8.1	9.0	8.1	7.5	7.8	7.5	8.9	9.6	9.3
Services	7.3	7.1	7.1	7.4	7.5	7.6	7.2	8.7	7.0	7.8	8.2	8.3	8.9
Average hourly earnings, all Federal executive branch employees [2]	7.4	8.4	8.7	7.4	7.0	8.0	8.0	8.0	8.7	7.7	(3)	(3)	(3)
Average union scales, 7 building trades:													
Wages and selected benefits	6.5	6.5	6.4	6.7	6.4	6.2	6.4	6.9	6.8	7.0	7.1	7.6	8.1
Hourly wage rates	5.6	5.5	6.4	6.0	5.7	5.9	6.0	6.6	6.9	6.9	7.1	7.6	8.3
Wage rates, hired farm labor [2]	10.2	8.0	7.3	4.4	3.1	5.0	10.0	11.4	11.4	8.6	3.6	3.7	5.4
Average weekly earnings, private nonfarm economy: [1]													
Current dollars	7.9	7.6	7.2	8.0	8.1	8.6	8.2	8.6	7.6	7.2	6.9	7.6	8.3
1967 dollars	1.1	.9	.6	.9	.1	−.2	−.7	−3.7	−3.9	−5.1	−6.4	−6.4	−5.7
Real spendable earnings (worker and 3 dependents, 1967 dollars)	4.0	3.8	1.7	.5	−2.8	−3.3	−1.1	−3.7	−4.0	−5.9	−7.2	7.2	−6.5

[1] Production and nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.
[3] Not available.

Table 6. Compensation changes from preceding quarter

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1977		1978				1979				1980		
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
Average hourly compensation:													
All persons, private business sector	8.6	6.1	11.0	7.7	8.8	8.4	11.0	9.5	8.7	7.5	11.7	12.0	8.3
All employees, nonfarm business sector:													
Current dollars	7.5	6.8	11.4	7.3	8.4	8.6	10.2	8.1	8.5	9.0	10.6	11.0	8.4
1967 dollars	1.6	.9	3.4	−2.0	−.7	−.8	−.9	−4.2	−4.3	−4.0	−5.5	−2.4	1.1
Average hourly earnings, private nonfarm economy [1]	7.4	7.8	8.1	10.0	8.6	9.6	8.0	5.9	9.3	7.9	7.8	7.6	8.8
Mining	7.6	.6	−5.8	48.8	11.6	9.3	10.5	13.6	1.9	7.0	10.5	9.4	3.6
Contract construction	9.2	5.9	7.7	9.0	7.5	8.6	7.6	7.1	7.9	8.1	8.0	9.5	7.2
Manufacturing	8.6	8.4	8.9	8.0	9.3	10.2	8.6	7.6	7.4	6.7	7.6	9.9	11.7
Transportation and public utilities	11.5	11.0	5.8	5.9	9.8	7.9	5.9	2.4	19.8	8.9	4.3	6.8	11.3
Wholesale and retail trade	7.4	8.0	11.4	9.2	9.0	9.7	9.4	6.6	7.1	7.2	10.1	7.1	8.6
Finance, insurance, and real estate	5.1	8.5	10.1	7.5	6.8	8.4	9.6	5.0	8.2	8.0	14.8	8.3	7.4
Services	7.1	7.3	8.4	6.7	6.8	8.2	6.9	6.0	9.8	10.2	8.7	9.6	8.3
Hourly Earnings Index: [1]													
Private nonfarm economy, current dollars	7.0	8.1	8.7	8.7	7.9	6.3	8.2	7.1	8.4	8.5	9.4	9.9	8.8
1967 dollars	1.2	2.1	1.2	−.5	−1.2	−1.3	−3.0	−5.3	−4.4	−4.4	−6.5	−3.9	1.6
Mining	7.9	7.2	2.6	30.9	12.3	10.9	10.0	10.9	3.5	9.9	11.4	8.8	4.9
Contract construction	3.0	5.7	7.7	9.2	7.2	6.3	7.5	7.1	6.5	5.9	5.0	8.9	7.3
Manufacturing	8.6	8.2	8.5	7.9	8.5	8.8	8.7	9.7	7.8	8.6	9.9	12.6	11.9
Transportation and public utilities	6.9	10.7	8.2	7.9	5.6	7.8	8.2	4.6	14.2	9.3	7.8	9.1	8.8
Wholesale and retail trade	7.0	7.9	11.3	8.8	9.3	8.8	9.4	8.1	7.4	7.4	11.2	7.1	9.1
Wholesale trade	6.8	8.8	9.3	9.4	11.1	8.7	8.8	8.0	8.0	7.7	12.4	8.4	8.8
Retail trade	7.1	7.4	12.4	8.5	8.4	8.9	9.8	8.0	7.2	7.2	10.5	6.4	10.3
Finance, insurance, and real estate	6.2	8.4	6.6	9.8	7.9	7.9	7.0	7.1	9.4	7.0	12.1	10.1	9.1
Services	6.1	7.6	8.2	7.6	6.6	8.0	6.7	5.4	8.1	10.4	8.8	9.8	6.7
Average hourly earnings, all Federal executive branch employees [2] [3]	3.9	6.6	2.8	−3.0	2.3	5.6	2.1	−2.9	4.9	6.6			
Average union scales, 7 building trades:													
Wages and selected benefits	6.6	6.2	5.3	8.7	5.4	5.3	6.2	10.8	5.3	5.9	6.6	12.6	11.3
Hourly wage rates	5.9	5.2	5.3	7.6	4.8	5.9	5.8	10.7	5.2	5.8	6.8	13.0	11.9
Wage rates, hired farm labor [1]	49.5	21.3	−19.6	−18.4	41.9	35.0	4.5	−22.8	41.6	22.0	−13.6	−3.1	20.7
Average weekly earnings, private nonfarm economy: [1]													
Current dollars	7.4	7.4	5.0	12.3	7.7	9.6	7.1	2.8	10.9	7.9	6.2	3.3	8.0
1967 dollars	1.6	1.5	−2.3	2.8	−1.3	−.1	−4.0	−9.1	−2.2	−4.8	−9.3	−9.1	.8
Real spendable earnings (worker and 3 dependents, 1967 dollars)	1[4].6	.5	−9.9	.9	−2.4	−1.5	−1.3	−9.4	−3.4	−5.8	−10.0	−9.6	−.3

[1] Production and nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.
[3] Actual percent change rather than annual rate of change is shown where change is affected by a general salary adjustment.
[4] Not available.

Table 7. Compensation changes from same month a year earlier

(Changes are in percent and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979							1980									
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
Average hourly earnings, private nonfarm economy [1]	8.3	8.1	8.4	8.1	7.5	7.8	7.6	7.6	7.7	8.0	8.5	8.1	8.0	8.1	7.9	8.1	8.8	8.8
Mining	10.5	9.2	9.0	8.1	7.6	8.3	8.6	8.2	8.3	8.1	8.4	7.3	7.8	8.3	8.0	8.5	9.4	10.1
Contract construction	8.6	7.3	6.9	7.1	6.7	7.0	7.2	5.6	6.4	7.7	7.2	6.8	7.4	7.0	7.6	7.9	7.8	7.4
Manufacturing	8.1	8.7	8.5	8.1	7.7	7.5	7.5	7.1	7.2	7.6	8.2	7.5	7.9	8.5	9.0	9.3	9.8	10.0
Transportation and public utilities	7.2	8.5	8.8	8.9	8.5	9.5	8.9	8.2	8.5	8.3	10.5	9.8	9.1	8.7	7.7	7.1	9.1	8.7
Wholesale and retail trade	8.8	8.3	8.3	8.0	7.5	7.7	7.6	7.5	7.7	8.0	7.8	8.2	7.9	8.5	8.2	8.4	8.4	8.7
Finance, insurance, and real estate	7.0	7.3	7.8	8.3	8.8	8.0	8.3	8.0	8.3	10.5	9.0	9.8	10.7	9.3	10.2	9.3	10.3	10.7
Services	7.2	7.0	7.8	7.7	7.0	8.2	8.7	7.9	8.3	9.2	8.3	9.9	9.0	9.5	9.4	8.8	9.5	9.8
Hourly Earnings Index: [1]																		
Private nonfarm economy, current dollars	7.9	7.9	8.0	8.2	7.7	8.2	8.3	7.9	8.2	8.9	8.6	9.1	9.4	9.2	9.3	9.0	9.7	9.7
1967 dollars	−2.9	−3.3	−3.5	−3.7	−4.2	−4.1	−4.5	−5.3	−5.2	−5.0	−5.2	−4.8	−4.2	−3.4	−3.0	−3.2	−2.8	(*)
Mining	10.5	9.6	8.7	7.9	7.7	8.8	9.1	8.9	8.8	8.9	7.7	8.6	8.7	7.7	9.2	9.3	10.1	10.7
Contract construction	6.5	6.9	6.7	6.9	6.5	6.9	6.8	5.3	6.0	7.1	6.7	6.2	6.8	6.6	7.1	6.6	7.2	7.0
Manufacturing	7.3	8.8	8.6	8.8	8.6	8.7	8.8	8.6	9.1	9.3	9.1	9.7	10.3	10.7	10.7	10.9	11.1	10.9
Transportation and public utilities	7.3	8.3	8.7	9.0	8.8	9.5	9.0	8.5	8.8	9.5	10.6	10.2	9.5	9.1	8.2	7.4	9.4	9.0
Wholesale and retail trade	8.3	7.8	8.0	8.0	7.3	7.7	7.7	7.7	7.9	8.3	7.8	8.4	8.5	8.8	8.8	8.5	8.7	8.9
Wholesale trade	9.2	8.9	8.4	8.5	7.5	8.2	8.7	9.0	9.0	9.3	8.8	9.2	9.4	9.0	9.0	8.4	8.7	8.8
Retail trade	7.9	7.5	7.8	7.8	7.3	7.4	7.2	7.2	7.3	7.8	7.4	7.9	8.1	8.6	8.6	8.6	8.7	9.0
Finance, insurance, and real estate	7.2	7.3	7.9	8.4	8.8	7.8	8.2	8.0	8.4	10.3	8.9	8.5	10.4	9.0	10.1	8.9	10.0	10.6
Services	8.6	8.6	7.1	7.5	6.8	7.8	8.4	7.7	7.9	8.8	8.4	8.5	10.0	8.9	9.2	8.7	9.5	9.8
Average hourly earnings, all Federal executive branch employees [2]	5.9	8.0	7.5	6.6	6.8	7.7	8.7	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Average weekly earnings, private nonfarm economy: [1]																		
Current dollars	7.4	7.2	8.1	7.5	6.8	7.2	7.6	7.3	7.1	8.5	8.5	8.5	8.2	8.0	8.1	8.9	7.4	7.9
1967 dollars	−3.3	−3.9	−3.5	−4.3	−5.1	−5.0	−5.1	−5.9	−6.2	−7.1	−5.3	−6.9	−7.0	−6.2	−5.9	−5.0	−4.6	−3.2
Real spendable earnings (worker and 3 dependents, 1967 dollars)	−3.4	−4.0	−3.6	−4.3	−5.1	−4.9	−5.1	−6.7	−7.1	−7.9	−6.3	−7.6	−7.8	−7.0	−6.6	−5.9	−5.6	−4.2

[1] Production and nonsupervisory workers.
[2] Computed from data that are not seasonally adjusted.

*Not available.
[p] = preliminary.

Table 8. Compensation changes from month a half year earlier

(Changes are in percent at annual rate and are computed from seasonally adjusted data unless otherwise noted)

Measure	1979							1980									
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
Average hourly earnings, private nonfarm economy [1]	7.2	7.2	7.8	7.8	8.5	8.7	8.7	7.9	7.5	8.1	8.5	7.4	7.3	8.3	8.2	8.1	8.7	10.3
Mining	11.2	8.2	6.9	7.6	.9	6.5	6.0	8.1	9.6	8.6	12.2	8.2	8.6	4.8	6.4	8.4	6.7	12.0
Contract construction	6.8	7.5	6.0	7.7	6.0	6.2	7.5	3.7	6.8	7.9	8.5	7.5	7.2	10.4	6.5	6.2	7.1	7.2
Manufacturing	8.3	8.2	7.2	7.1	7.8	8.7	8.7	8.0	7.2	8.1	8.7	8.3	8.2	11.0	10.8	10.5	11.0	11.8
Transportation and public utilities	4.6	7.5	10.4	14.4	14.4	14.8	13.4	9.0	8.6	4.3	6.8	5.C	5.0	9.4	8.8	10.0	11.8	12.5
Wholesale and retail trade	8.0	6.6	7.4	6.5	6.5	7.7	7.3	8.3	8.0	9.6	9.1	8.6	8.8	8.5	8.5	7.2	7.8	8.7
Finance, insurance, and real estate	8.0	6.3	4.3	9.2	5.4	8.2	10.6	3.7	12.5	11.9	12.7	11.0	10.9	8.9	8.0	8.8	7.9	10.4
Services	7.1	6.7	7.4	8.2	7.3	10.9	10.4	8.2	9.1	10.2	9.4	8.9	9.5	9.9	9.8	7.5	9.7	10.3
Hourly Earnings Index: [1]																		
Private nonfarm economy, current dollars	7.5	7.5	7.8	8.2	7.5	8.5	9.1	8.4	8.9	9.8	9.8	9.5	9.8	10.0	9.8	8.4	9.5	9.9
1967 dollars	−4.9	−5.2	−4.9	−4.5	−5.1	−4.0	−4.0	−5.3	−5.5	−5.5	−5.2	−5.2	−4.3	−1.4	−.3	−.8	.1	(*)
Mining	9.5	8.4	7.0	6.0	3.9	8.0	8.7	9.5	10.7	11.8	12.3	9.2	8.8	8.1	7.6	6.9	8.0	12.9
Contract construction	6.7	7.2	6.0	7.2	5.8	5.6	7.1	2.3	6.0	7.0	7.6	6.9	6.4	10.0	6.2	6.2	7.1	7.0
Manufacturing	9.0	8.9	8.8	8.6	7.6	8.3	8.7	9.4	9.3	10.0	10.7	11.1	11.9	13.0	12.2	11.7	11.5	10.7
Transportation and public utilities	7.2	8.1	9.4	10.3	12.0	12.5	10.7	8.9	8.1	8.7	9.1	7.9	8.3	9.4	8.4	8.1	8.7	10.2
Wholesale and retail trade	7.4	6.1	7.0	7.1	6.4	7.8	7.9	9.4	8.8	9.6	9.4	8.9	9.1	8.2	8.7	7.4	8.1	8.9
Wholesale trade	8.5	8.4	7.8	7.8	6.3	8.3	8.9	9.0	10.2	10.9	11.3	10.2	9.8	9.1	7.9	5.8	8.2	7.5
Retail trade	6.8	5.0	6.7	6.7	7.5	7.5	7.4	9.8	8.0	8.9	8.3	8.3	8.8	7.7	9.2	8.2	9.0	9.7
Finance, insurance, and real estate	7.1	8.0	7.4	9.3	6.3	8.9	9.3	8.0	9.3	11.3	11.6	10.1	11.0	9.9	10.8	8.8	8.4	11.1
Services	8.8	6.3	8.0	7.9	7.2	9.7	10.8	9.2	9.9	9.8	9.5	9.3	9.2	8.5	8.8	7.6	9.5	10.3
Average hourly earnings, all Federal executive branch employees [2]	−1.2	−2.1	1.2	3.9	6.6	7.8	8.3	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Average weekly earnings, private nonfarm, economy: [1]																		
Current dollars	6.0	6.6	7.8	6.0	10.3	8.7	9.3	7.9	6.3	6.9	6.6	4.4	3.2	4.1	5.8	6.9	8.1	11.8
1967 dollars	−6.2	−6.0	−4.7	−6.4	−2.6	−4.1	−3.9	−5.7	−7.8	−7.7	−7.9	−9.6	−10.1	−8.9	−3.9	−2.2	−1.2	2.7
Real spendable earnings (worker and 3 dependents, 1967 dollars)	−5.2	−6.7	−5.6	−7.1	−3.8	−5.1	−5.0	−6.7	−8.6	−8.6	−8.9	−10.1	−10.5	−7.3	−4.7	−3.1	−2.2	2.2

[1] Production and nonsupervisory workers.

[2] Computed from data that are not seasonally adjusted. Actual percent change rather than annual rate of change is shown where change is affected by a general salary adjustment.

*Not available.

[p]=preliminary.

Table 9. Wage and salary rate changes in Employment Cost Index; from preceding quarter

(In percent)

Measure	1978				1979				1980		
	I	II	III	IV	I	II	III	IV	I	II	III
All private nonfarm workers	1.9	2.1	2.0	1.5	2.0	1.9	2.1	2.4	2.4	2.1	2.2
Workers, by occupational group:											
White-collar workers	1.8	2.1	1.9	1.2	1.9	1.7	2.3	2.4	2.4	1.9	2.1
Professional and technical workers	1.6	1.3	2.1	1.5	1.9	1.7	2.7	2.8	3.3	1.8	2.7
Managers and administrators	2.4	1.9	1.4	1.5	2.4	1.5	2.0	1.4	2.8	1.6	1.6
Sales workers	.3	5.4	2.5	.1	-.2	4.2	.7	3.9	-.5	2.5	1.7
Clerical workers	2.4	1.4	1.8	1.3	2.7	1.4	2.0	2.1	2.0	1.8	2.0
Blue-collar workers	1.8	2.2	2.0	1.9	1.9	2.3	2.0	2.5	2.3	2.6	2.4
Craft and kindred workers	1.3	2.3	2.2	1.8	2.1	2.1	2.2	1.9	1.7	2.4	2.8
Operatives, except transport	2.5	1.4	2.0	2.3	1.9	2.2	1.7	3.1	3.2	2.4	2.3
Transport equipment operatives	1.3	4.8	1.4	1.7	1.5	3.5	2.4	2.4	1.2	3.5	1.4
Nonfarm laborers	2.4	2.1	1.7	2.4	1.5	2.7	1.7	2.9	2.5	2.4	2.3
Service workers	3.8	1.9	2.3	.6	3.2	.9	1.1	1.8	3.5	1.1	1.7
Workers, by industry division:											
Manufacturing	2.0	1.8	1.8	2.7	1.7	1.8	1.8	3.1	2.8	2.0	2.0
Durables	1.8	1.7	1.9	2.7	1.9	1.5	2.1	3.3	2.5	2.1	2.5
Nondurables	2.3	1.5	1.8	2.5	1.5	2.3	1.2	2.7	3.2	1.9	1.2
Nonmanufacturing	1.9	2.4	2.1	.9	2.2	2.0	2.3	2.0	2.2	2.1	2.3
Contract construction	1.2	2.9	2.4	1.1	1.3	2.8	2.0	1.1	1.2	2.9	2.9
Transportation and public utilities	1.4	2.1	2.0	1.9	2.8	1.6	2.9	2.0	2.5	2.3	3.2
Wholesale and retail trade	3.1	2.7	1.2	1.1	2.1	2.4	1.9	1.9	2.8	1.9	1.5
Wholesale trade	2.5	1.8	1.1	2.0	1.6	2.9	1.2	2.1	2.9	2.7	0.9
Retail trade	3.3	3.1	1.2	.9	2.3	2.3	2.1	1.0	2.4	1.5	1.8
Finance, insurance, and real estate	(1)	(1)	(1)	(1)	3.1	3.2	1.9	4.3	.4	2.7	2.0
Services	1.7	1.7	2.4	.7	2.1	1.1	2.6	2.5	2.7	1.6	2.5
Workers, by region:											
Northeast	1.8	1.6	1.8	1.8	1.5	1.7	1.7	2.1	2.3	2.1	1.9
South	3.0	2.2	2.3	1.6	2.0	1.7	1.7	2.4	2.9	1.9	1.9
North Central	1.3	2.3	1.6	1.3	1.9	2.5	2.0	2.6	2.4	2.0	1.9
West	1.9	2.2	2.0	1.3	2.0	2.0	2.3	1.8	2.6	2.4	3.4
Workers, by bargaining status:											
Union	1.6	2.0	2.1	2.0	1.8	2.1	2.2	2.6	2.3	2.8	2.9
Manufacturing	1.7	1.7	2.4	2.7	1.7	2.0	1.9	3.4	2.6	2.8	2.8
Nonmanufacturing	1.5	2.3	1.9	1.4	1.9	2.2	2.5	1.7	2.0	2.8	3.0
Nonunion	2.2	2.2	1.9	1.1	2.1	1.9	1.9	2.2	2.5	1.7	1.8
Manufacturing	2.2	1.6	1.3	2.6	1.7	1.7	1.8	2.7	3.0	1.4	1.2
Nonmanufacturing	2.1	2.5	2.1	.5	2.3	2.0	2.1	2.1	2.3	1.9	2.0
Workers, by area:											
Metropolitan areas	1.7	2.1	2.0	1.6	2.0	2.0	2.2	2.5	2.1	2.2	2.3
Other areas	3.4	2.3	1.7	1.3	2.1	2.1	1.8	1.9	3.6	1.6	1.5

(1) Not available.

Table 10. Wage and salary rate changes in Employment Cost Index, from same quarter a year earlier

(In percent)

Measure	1978		1979				1980		
	III	IV	I	II	III	IV	I	II	III
All private nonfarm workers	8.0	7.7	7.8	7.8	7.7	8.7	9.1	9.3	9.4
Workers, by occupational group:									
White-collar workers	7.8	7.2	7.3	7.0	7.4	8.6	9.2	9.3	9.1
Professional and technical workers	6.9	6.7	7.1	6.8	7.5	8.6	10.3	11.1	11.1
Managers and administrators	6.4	7.2	7.2	6.9	7.8	7.4	7.7	7.8	7.3
Sales workers	12.7	8.5	7.9	8.7	4.8	8.8	8.6	8.6	7.8
Clerical workers	7.4	7.0	7.4	7.4	8.5	8.4	9.6	10.1	9.2
Blue-collar workers	8.0	8.2	8.3	8.4	8.4	9.0	9.4	9.8	10.0
Craft and kindred workers	7.8	7.7	8.5	8.2	8.3	8.6	8.2	8.5	9.1
Operatives, except transport	8.3	8.4	7.9	8.8	8.3	9.2	10.5	10.7	11.3
Transport equipment operatives	8.3	9.2	9.3	8.3	8.5	10.2	9.8	9.6	8.8
Nonfarm laborers	7.8	8.6	7.9	8.6	8.5	9.1	10.1	9.9	10.5
Service workers	9.1	8.7	8.3	7.2	8.9	7.2	7.6	7.8	8.4
Workers, by industry division:									
Manufacturing	7.4	8.3	8.0	8.2	8.1	8.6	9.7	10.0	10.2
Durables	7.6	8.4	8.4	8.2	8.4	9.0	9.7	10.4	10.8
Nondurables	7.1	8.2	7.4	8.2	7.6	7.8	9.7	9.2	9.2
Nonmanufacturing	8.3	7.4	7.6	7.2	7.5	8.8	8.8	8.9	8.9
Contract construction	8.1	7.8	7.0	7.6	7.2	7.2	7.1	7.5	8.4
Transportation and public utilities	7.9	7.6	8.9	8.4	9.2	9.4	9.3	10.1	10.4
Wholesale and retail trade	8.7	8.3	7.3	7.0	7.7	7.9	8.4	7.8	7.4
Wholesale trade	8.2	7.5	6.8	7.7	7.8	7.9	9.4	9.2	8.9
Retail trade	8.9	8.6	7.6	6.7	7.7	7.9	8.0	7.3	6.9
Finance, insurance, and real estate	(*)	(*)	(*)	(*)	(*)	13.2	10.2	9.6	9.7
Services	8.7	8.7	7.0	8.4	6.6	8.5	9.2	9.6	9.6
Workers, by region:									
Northeast	6.8	7.1	6.8	6.9	6.9	7.3	8.3	8.7	8.9
South	8.8	9.3	8.6	8.3	7.7	8.5	8.8	9.0	9.3
North Central	7.8	6.9	7.5	7.8	8.2	9.4	9.9	9.3	9.2
West	8.1	7.6	7.9	7.7	8.2	9.5	9.2	9.6	10.6
Workers, by bargaining status:									
Union	7.9	8.0	8.2	8.3	8.4	9.0	9.5	10.2	10.9
Manufacturing	8.2	8.7	8.7	9.1	8.6	9.4	10.3	11.1	12.0
Nonmanufacturing	7.6	7.3	7.7	7.6	8.2	8.5	8.8	9.5	9.9
Nonunion	8.0	7.6	7.5	7.2	7.3	8.5	8.9	8.7	8.6
Manufacturing	6.8	7.9	7.3	7.4	7.7	7.9	9.3	9.0	8.6
Nonmanufacturing	8.6	7.5	7.6	7.1	7.1	8.8	8.8	8.6	8.6
Workers, by area:									
Metropolitan areas	7.8	7.5	7.6	7.7	7.9	8.9	9.1	9.3	9.5
Other areas	8.7	9.0	7.6	7.4	7.3	7.9	9.5	8.9	8.9

*Not available.

Table 11. Rate of compensation change compared with wage and salary change for selected series of the Employment Cost Index

Series	Percent changes for 3 months ended in—					
	March 1980	June 1980	Sept. 1980	March 1980	June 1980	Sept. 1980
	Compensation*			Wages and salaries		
All private nonfarm workers[1]	2.7	2.3	2.3	2.4	2.1	2.2
White-collar workers	2.8	2.3	2.0	2.4	1.9	2.1
Blue-collar workers	2.4	2.5	2.7	2.3	2.5	2.4
Service workers	4.3	1.1	2.1	3.5	1.1	1.7
Manufacturing industries	2.8	2.0	2.3	2.8	2.0	2.0
Nonmanufacturing industries	2.7	2.5	2.3	2.2	2.1	2.3

[1] Excludes private household workers.
*Compensation change statistics are not available prior to the first quarter of 1980.

Table 12. Average percent changes in wages and benefits negotiated (or granted) during 4-quarter periods [1]

Measure	Four quarters ending in—											
	1977	1978				1979				1980		
	IV	I	II	III	IV	I	II	III	IV	I*	II*	III*
Major collective bargaining settlements: [2]												
Wage and benefit adjustments:												
Over life of contract [3]	8.2	8.4	8.5	8.5	8.3	5.7	8.7	8.8	8.8	8.7	8.3	8.8
First year	9.8	10.1	9.9	8.8	8.3	6.2	8.3	8.8	9.0	9.4	9.2	10.3
Wage-rate adjustments in—												
All industries:												
Over life of contract [3]	5.8	5.9	6.0	6.4	6.4	6.3	6.7	6.1	6.0	6.0	5.7	6.7
Contracts with escalator clauses	5.0	5.0	4.9	5.2	5.3	5.3	5.3	4.7	4.6	4.5	4.3	4.8
Contracts without escalator clauses	7.0	7.0	7.0	7.0	7.1	6.9	7.9	8.0	8.0	8.2	8.8	10.0
First year	7.8	8.0	7.8	7.7	7.6	7.0	7.9	7.6	7.4	7.6	7.3	9.0
Contracts with escalator clauses	8.0	8.1	7.6	7.1	6.9	5.9	6.7	6.3	6.2	6.5	6.1	7.7
Contracts without escalator clauses	7.6	8.0	8.0	8.0	8.0	7.7	8.8	9.1	9.1	9.3	10.1	11.4
Manufacturing:												
Over life of contract [3]	5.5	5.5	5.6	6.1	6.6	6.9	7.8	5.8	5.4	5.3	4.8	4.9
First year	8.4	8.6	8.0	8.2	8.3	8.2	9.3	7.4	6.9	6.9	6.3	6.7
Nonmanufacturing:												
Over life of contract [3]	6.0	6.1	6.1	6.5	6.4	6.1	6.4	6.5	6.8	7.0	8.2	8.0
First year	7.4	7.7	7.7	7.5	7.4	6.6	7.4	7.8	8.0	8.7	9.9	10.7
Construction:												
Over life of contract [3]	6.3	6.1	6.1	6.0	6.2	6.4	8.0	8.2	8.3	8.3	9.7	11.7
First year	6.3	6.3	6.4	6.2	6.5	6.8	8.3	8.9	8.8	8.8	11.5	13.8

[1] Data exclude possible adjustments in wages under cost-of-living escalator clauses (except increases guaranteed by the contract).
[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for wages and benefits combined) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed.
[3] Annual rate of change.
*=preliminary.

Table 13. Average percent changes in wages and benefits negotiated (or granted) by year and by quarter[1]

Measure	Annual average				Quarterly average										
					1978				1979				1980		
	1976	1977	1978	1979	I	II	III	IV	I	II	III	IV	I[p]	II[p]	III[p]
Major collective bargaining settlements:[2]															
Wage and benefit adjustments:															
Over life of contract[3]	6.6	6.2	6.3	6.6	6.2	6.0	5.9	5.2	5.3	7.8	8.1	8.0	8.4	8.8	7.3
First year	8.5	9.6	8.3	9.0	13.2	6.8	7.2	8.1	2.8	10.6	9.0	8.5	8.8	10.1	11.8
Wage-rate adjustments in—															
All industries:															
Over life of contract[3]	6.4	5.8	6.4	6.0	7.1	6.2	6.4	5.9	6.0	7.2	5.1	5.3	6.3	6.8	7.4
Contracts with escalator clauses	5.7	5.0	5.3	4.6	5.4	5.5	5.3	5.0	5.3	5.5	4.2	4.2	4.4	4.4	5.4
Contracts without escalator clauses	7.3	6.9	7.1	8.0	7.7	6.4	7.5	7.1	7.8	8.2	7.9	7.7	9.8	9.8	11.2
First year	8.4	7.8	7.6	7.4	9.2	6.9	7.5	7.4	5.7	8.9	6.8	6.3	7.8	8.7	10.7
Contracts with escalator clauses	8.4	8.0	7.1	6.2	7.8	6.7	7.0	6.8	1.7	8.6	6.1	5.2	5.9	6.0	8.6
Contracts without escalator clauses	8.3	7.6	8.0	9.1	9.8	6.9	8.1	8.6	8.1	9.1	9.3	8.7	11.1	11.1	12.7
Manufacturing:															
Over life of contract[3]	6.0	5.5	6.6	5.4	6.4	5.9	7.2	7.4	7.7	8.1	4.7	4.2	5.6	4.9	6.5
First year	8.9	8.4	8.3	6.9	8.9	7.1	8.4	9.5	8.7	8.7	6.3	5.8	7.0	8.6	8.7
Nonmanufacturing:															
Over life of contract[3]	6.8	6.0	6.4	6.8	7.4	6.3	6.3	5.3	6.1	6.8	6.9	7.5	7.6	8.7	7.7
First year	7.7	7.4	7.4	8.0	9.4	6.8	7.3	6.6	4.4	8.6	9.4	7.7	9.2	11.9	13.3
Construction:															
Over life of contract[3]	6.2	6.3	6.2	6.3	4.7	6.0	7.2	7.1	9.2	8.3	8.5	7.8	8.3	10.3	13.3
First year	6.1	6.3	6.5	6.8	5.3	6.4	7.9	8.4	11.0	9.1	10.4	7.2	8.8	12.7	15.7

[1] Data exclude possible adjustments in wages under cost-of-living escalator clauses (except increases guaranteed by the contract).

[2] Limited to private nonfarm industry settlements affecting 1,000 workers or more (5,000 for wages and benefits combined) and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries. Includes all settlements, regardless of whether wages and benefits were increased, decreased, or not changed.

[3] Annual rate of change.

[p] = preliminary.

Table 14. Average percent wage-rate adjustments going into effect in major collective bargaining units[1]

Measure	Average annual adjustment				Average quarterly adjustment										
					1978				1979				1980		
	1976	1977	1978	1979	I	II	III	IV	I	II	III	IV	I[p]	II[p]	III[p]
Total, all covered industries	8.1	8.0	8.2	9.1	1.3	2.6	2.7	1.4	1.4	2.6	3.2	1.6	1.5	2.9	3.1
Adjustment resulting from—															
Current settlement	3.2	.0	2.0	3.0	.5	.6	.5	.4	.2	1.1	1.0	.5	.4	1.0	1.5
Prior settlement	3.2	3.2	3.7	3.0	.8	1.4	1.2	.5	.5	1.0	1.0	.4	.5	1.2	1.1
Escalator provision	1.6	1.7	2.4	3.1	.3	.6	1.0	.5	.6	.5	1.2	.7	.6	.6	.6
Total in—															
Manufacturing	8.5	8.4	8.6	9.6	1.4	2.2	2.9	1.9	1.5	2.3	3.2	2.4	1.8	3.2	2.8
Nonmanufacturing, excluding construction	7.9	8.1	8.5	9.5	1.7	2.4	3.0	1.3	1.9	1.9	4.3	1.3	1.6	1.6	3.7
Construction	7.2	6.5	6.5	7.1	.5	4.2	1.4	.5	.4	4.6	1.4	.4	.4	5.1	3.2
Transportation and public utilities	7.9	8.5	8.2	11.2	.6	2.8	3.6	1.2	1.5	2.2	5.8	1.4	1.6	1.7	5.0
Wholesale and retail trade	8.8	8.7	8.4	8.6	1.6	2.3	2.8	1.4	1.6	1.5	2.2	1.2	1.6	1.4	2.5
Services	5.7	6.7	6.9	7.0	2.8	1.5	1.6	2.8	1.7	1.8	1.4	2.1	1.3	2.4	1.9

[1] Data relate to private nonfarm industry agreements covering 1,000 workers or more and to production and related workers in manufacturing and to nonsupervisory workers in nonmanufacturing industries.

[p] = preliminary.

NOTE: Because of rounding and compounding, sums of individual items may not equal totals.

Table 15. Annual percent increases in average hourly earnings for selected occupational groups in metropolitan areas

Area	Year ending	Office-clerical	Electronic data-processing	Industrial-nurses	Skilled-maintenance	Unskilled plant
United States	July 79	8.1	7.9	8.7	9.0	9.0
Northeast	July 79	7.1	6.7	8.1	8.6	8.2
Albany-Schenectady-Troy	September 80	9.7	8.9	10.1	10.4	10.9
Boston	August 80	9.2	8.7	9.7	9.8	9.2
Buffalo	October 79	8.5	8.5	8.3	9.3	10.9
Hartford	March 80	8.6	9.5	10.1	8.9	9.5
Nassau-Suffolk	June 80	8.8	9.5	11.3	10.1	11.5
Newark	January 80	8.3	7.7	8.6	8.3	9.5
New York	May 80	7.5	8.7	10.6	9.0	5.5
Northeast Pennsylvania	August 80	8.9	10.1	8.1	8.9	10.0
Paterson-Clifton-Passaic	June 80	7.8	8.0	10.4	8.0	9.4
Philadelphia	November 79	7.9	8.1	9.4	8.8	10.0
Pittsburgh	January 80	9.5	9.2	10.7	10.3	9.5
Portland	December 79	10.5	8.9		11.8	9.8
Poughkeepsie	June 80				5.5	
Poughkeepsie-Kingston-Newburgh	June 80			9.7	8.8	7.2
Providence-Warwick-Pawtucket	June 80	8.8	9.6	11.9	9.9	8.8
Trenton	September 80	8.3	9.2	13.2	10.5	8.5
Worcester	April 80	9.0	12.3	9.5	10.1	11.0
York	February 80	9.2	8.0	10.1	10.1	11.0
South	July 79	8.8	8.6	8.7	9.2	9.3
Atlanta	May 80	9.4	7.0	10.8	9.5	9.3
Baltimore	August 80	10.0	9.8	10.3	11.7	10.3
Chattanooga	September 80	9.2	9.7	9.4	9.6	8.7
Corpus Christi	July 80	11.4			13.1	9.5
Dallas-Fort Worth	December 79	9.3	10.9	8.8	11.0	10.7
Daytona Beach	August 80					
Gainesville	September 79					
Greensboro-Winston-Salem-High Point	August 79	9.5	7.9	8.6	10.4	11.1
Greenville-Spartanburg	June 80	9.1	7.9	11.3	9.8	8.2
Houston	April 80	11.3	10.4	13.5	10.1	10.4
Huntsville	February 80					8.4
Jackson	January 80	8.9	13.5		12.2	14.8
Jacksonville	December 79	8.6	11.1	9.5	10.0	9.6
Louisville	November 79	9.8	8.0	12.0	9.2	9.6
Memphis	November 79	9.4	11.8	10.1	9.6	10.2
Miami	October 79	9.1	9.5		8.9	8.7
New Orleans	October 79	10.4	12.9		10.1	9.2
Norfolk-Virginia Beach-Portsmouth	May 80	9.8	5.9		9.8	7.7
Oklahoma City	August 80	12.8	15.9		10.6	10.3
Richmond	June 80	9.6	8.8	13.2	14.0	12.7
San Antonio	May 80	11.0	10.6			8.5
Washington	March 80	8.7	7.4	5.2	8.1	7.6
North Central	July 79	8.3	8.3	9.2	9.2	9.1
Chicago	May 80	10.2	9.1	10.7	11.7	11.8
Cincinnati	July 80	9.7	10.1	11.8	11.6	10.9
Cleveland	September 80	10.1	10.4	12.2	11.8	12.2
Columbus	October 79	7.6	7.8	8.0	9.1	10.3
Davenport-Rock Island-Moline	February 80	9.7	9.8	12.9	10.9	11.1
Dayton	December 79	7.8	8.1	9.4	10.1	10.3
Detroit	March 80	10.2	10.3	12.1	11.1	11.6
Green Bay	July 80	10.4			8.4	10.1
Indianapolis	October 80	9.3	9.5	9.0	10.9	11.8
Kansas City	September 80	9.1	8.4	7.6	9.9	10.4
Milwaukee	April 80	8.9	10.3	10.6	10.9	11.0
Minneapolis-St. Paul	January 80	9.1	9.7	10.3	10.4	10.8
Omaha	October 79	9.1	10.5	7.6	9.8	9.1
Saginaw	November 79	9.4				11.0
St. Louis	March 80	10.3	8.8	9.6	9.9	11.2
South Bend	August 80	10.6	8.9	11.5	11.8	11.3
Toledo	May 80	10.7	11.9	8.9	11.0	11.3
Wichita	April 80	13.5	13.9	14.3	11.9	11.2
West	July 79	9.0	8.6	8.9	9.3	10.2
Anaheim-Santa Ana-Garden Grove	October 79	8.8	5.2	10.1	9.5	8.7
Billings	July 80	9.5			11.1	10.4
Denver-Boulder	December 79	10.2	9.7	11.6	10.7	10.3
Fresno	June 80	7.5			10.9	9.7
Los Angeles-Long Beach	October 79	9.8	8.6	8.4	9.7	11.7
Portland	May 80	9.8	9.7		11.9	9.1
Sacramento	December 79	9.1			10.3	8.1
Salt Lake City-Ogden	November 79	9.4	10.6		10.4	11.2
San Diego	November 79	7.3	8.3	9.6	8.3	8.3
San Francisco-Oakland	March 80	9.9	9.9	11.5	9.2	9.9
San Jose	March 80	9.2	6.7	6.1	9.5	8.5
Seattle-Everett	December 79	9.3	8.6	10.8	8.8	9.3

Major Collective Bargaining Settlements, First 9 Months, 1980

Major collective bargaining settlements in the first 9 months of 1980 provided average first-year wage adjustments of 9.7 percent, higher than the 7.4-percent average negotiated in settlements reached throughout 1979. Annual wage adjustments over the life of the contracts averaged 7.3 percent during the first three quarters of 1980 and 6.0 percent for all of 1979. (See table 1.) These settlement data do not include estimates of potential wage increases under cost-of-living adjustment (COLA) clauses. For the first 9 months of 1980, about 58 percent of the workers under settlements were covered by contracts with COLA clauses, the same proportion as for all major contracts negotiated in 1979.

As usual, settlements including COLA clauses tended to be smaller than those without such clauses. First-year negotiated wage adjustments in contracts with COLA provisions averaged 8.2 percent, compared with 11.9 percent for contracts without such provisions. (Corresponding averages were 6.2 and 9.1 percent in 1979.) When negotiated wage adjustments are averaged over the life of the contracts, the annual rates in the first 9 months were 5.0 percent for contracts with COLA clauses and 10.4 percent for those without (compared with 4.6 and 8.0 percent in 1979).

In the first 9 months of 1980, COLA clauses that triggered wage increases provided pay gains averaging 70 percent of the price rise during the same time period. Escalator increases (under clauses negotiated, so far, in 1980 and also those operative in the year but negotiated earlier) averaged 6.1 percent, while the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) rose 8.7 percent for the 9-month period (not seasonally adjusted).

Distribution of Settlements

The settlement data for the first 9 months of 1980 covered 2,980,000 workers in 556 private nonfarm bargaining units, each with 1,000 workers or more (major agreements). The communications and construction industries each accounted for 23 percent of these workers; the primary metals industry accounted for another 11 percent. Many of the remaining workers were in the retail food store, public utility, transportation equipment, and electrical equipment industries.

In manufacturing, negotiated wage adjustments averaged 7.3 percent in the first contract year and 5.4 percent annually over the life of the agreements. In nonmanufacturing, the averages were higher, 11.1 and 8.3 percent, respectively.

In the construction industry, settlements covering 677,000 workers have just about completed bargaining for the year. Contract renegotiation has been particularly heavy this year in construction with bargaining covering nearly 300,000 workers on the West Coast alone. In construction, escalator clauses tend to be less common and they often come into play only when CPI increases exceed the percentage equivalent of the negotiated deferred wage increase. In agreements without COLA provisions, first year wage adjustments averaged 13.9 percent in the construction industry and 10.2 percent in all other industries combined. When negotiated wage changes for these contracts are averaged over the life of the agreement, the annual rate for the construction industry was 12.2 percent, higher than the 8.9 percent for all other industries combined. (See table 1.)

Major contracts negotiated during the first 9 months of 1980 had an average duration of 33.1 months, about the same as the 33.2 months when the same parties previously bargained. Contract duration averaged 35.0 months for settlements in manufacturing and 32.1 months in nonmanufacturing industries. For settlements containing COLA provisions, contract duration averaged 36.2 months compared with 28.9 months for those without COLA clauses. (See table 7.)

The Bureau measures wage and supplementary benefit changes combined for bargaining units with 5,000 workers or more. In the first 9 months of 1980, these settlements averaged 10.7 percent in the first contract year and 7.2 percent annually over the life of the agreement. Corresponding averages were 9.0 and 6.6 percent, respectively, in 1979. (See tables 2 and 5.)

Effective Wage Adjustments

Wage increases actually paid out during the first 9 months of 1980 went to 8.3 million workers in major collective bargaining units and averaged 8.4 percent.

These increases included not only current wage changes paid under 1980 settlements, but also deferred increases under contracts negotiated in prior years and adjustments under COLA clauses. When prorated over the 9.3 million workers under major agreements, the average wage adjustments put into effect amounted to 7.5 percent, about the same as for the equivalent period in 1979.

Escalator Provisions

COLA clauses covered 1,734,000 workers, or 58 percent of the workers under settlements concluded during the first 9 months of 1980. Clauses were introduced or reestablished in 19 agreements, covering 66,000 workers, and were dropped in 9 agreements, covering 27,900 workers. More than half (58 percent) of the workers covered by settlements with COLA clauses are under provisions calling for annual COLA review; and 1 percent by some other frequency of review.

Some 42 percent of the workers under settlements with COLA clauses negotiated in the first 9 months of 1980 (all in the telephone and related industries) were covered by COLA clauses which use a formula providing annual adjustments of 55 cents a week plus 0.65 percent of the weekly wage rate for each 1-percent increase in the CPI. An additional 25 percent of the workers were covered by clauses yielding 1-cent hourly wage increases for each 0.3-point rise in the price index, and the remainder were covered by a variety of other formulas. "Caps"—provisions which limit the amount of COLA increases—covered nearly 9 percent of the workers under settlements with COLA clauses.

Including changes negotiated in the first three quarters of 1980, the characteristics of all clauses in effect on October 1, 1980, can be summarized as follows: COLA clauses cover about 5.3 million (57 percent) of the 9.3 million workers in major bargaining units; the most common formula is a 1-cent-an hour wage increase for each 0.3-point rise in the CPI throughout the term of the contract, affecting 2.0 million workers; approximately 40 percent of the workers covered by COLA clauses are under formulas providing quarterly reviews, 32 percent have annual reviews, and 26 percent semiannual reviews; and "caps" are included in clauses covering 1.2 million workers.

COLA clauses are designed to help workers recover purchasing power lost through price increases. The proportion of purchasing power actually recovered under individual bargaining agreements depends on the specific formula used to relate wage and price increases, the timing of COLA reviews, and possible "caps" on the amount of COLA increases. In the first 9 months of 1980, 2.9 million workers received COLA increases under major agreements; the average gain for these workers was 6.1 percent, or 70 percent of the rise in consumer prices. An additonal 2.4 million workers under COLA clauses did not receive pay increases from this source, because their contracts did not call for COLA reviews in this time period, the maximum increase had already been granted, or the CPI had not risen to the level necessary to trigger a COLA increase.

Bargaining Activity, Fourth Quarter 1980

During the October-December 1980 period, 117 major agreements, covering 371,000 workers (over 60,000 in aerospace), are due to expire or may be reopened for wage negotiations. In addition, at least 86 major agreements, covering 270,000 workers (including 80,000 in men's apparel), expired prior to October 1, but new agreements had not been reached or ratified by the end of the third quarter.

About 547,000 workers will receive deferred wage increases, averaging 4.5 percent, during the fourth quarter of 1980. Those increases will be paid under provisions of existing bargaining agreements, negotiated in prior years. In addition, about 3 million workers are scheduled for COLA reviews, principally in the automobile, trucking, and steel industries.

Explanatory note about the data

This summary is confined to major collective bargaining units—those covering 1,000 workers or more—in the private nonfarm sector. It is limited to units of production and related workers in manufacturing and of nonsupervisory workers in the nonmanufacturing sector of the economy. About 1 in 10 members of the civilian labor force is covered by a major bargaining agreement. The data are not necessarily indicative of wage-rate changes in collective bargaining units of less than 1,000 workers.

Tables 1 and 2 summarize findings on settlements concluded during the first 9 months of 1980 and also present comparable data for the full year 1979. (Data for individual quarters are presented in table 9.) Measures are expressed as average wage "adjustments" to include settlements in which wage rates are increased, decreased, or left unchanged. Distributions of workers in tables 3-6 are based on the average change for all workers covered by the individual settlements. Means and medians are computed from these averages, which were weighted by the number of workers affected. Separate measures of wage "increase," showing the average change in units actually increasing wages, will be included in a final report for the year. Comparisons of escalator increases with price rises are based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (not seasonally adjusted) because this index is most often specified in COLA clauses.

Measures of the size of settlements reflect changes agreed upon in the first 9 months whether implemented

immediately or at some future time. On the other hand, measures of wage changes effective in this period reflect all negotiated changes actually implemented, immediate changes under new settlements, deferred adjustments under earlier settlements, and adjustments resulting from cost-of-living reviews. The effective change series excludes the impact on average wage levels of pay changes for individual workers resulting from promotion, merit, and length-of-service.

BLS produces separate sets of data on increases in wage rates and wage-benefit "packages." Measures of percentage increases in wage rates are obtained by dividing negotiated wage changes by the average hourly earnings, excluding overtime, at the beginning of the agreement. Measures of wage-benefit increases are obtained by dividing the negotiated wage and benefit package by average hourly compensation which includes the cost of previously negotiated benefits, legally required social insurance programs, and average hourly earnings. Because of this, the difference between the wages alone and wage-benefit package change does not indicate the size of benefit change.

BLS estimates of wage-benefit packages in units of 5,000 workers or more value the benefit portion of the settlements at the time they are reached. The cost estimates are based on the assumption that conditions existing at the time of settlements will not change (that is, methods of financing pensions or composition of the labor force will remain constant). The data, therefore, are measures of negotiated change, and not of total changes in employer cost.

Measures of current settlements omit possible future changes in wages resulting from escalator clauses (except where amounts are guaranteed in the contracts and do not depend on the size of price changes). Unscheduled adjustments made during the term of existing contracts are not treated as new settlements, but are considered in the computation of effective wage adjustments. Contract duration runs from the effective data of the agreement to the expiration data or first wage reopening date, if applicable. Average annual percent increases over the contract term take account of the compounding of successive increases.

Information in this summary is based upon incomplete data. A final summary, to appear in a future issue of *Current Wage Developments*, will incorporate information on additional settlements that occurred during the period; and, in the case of the effective wage change series, wage increases that went into effect, but for which details were not available at the time this report was prepared. The final summary for 1979 appeared in the July 1980 issue.

The COWPS Procedures

BLS procedure, described above, differs somewhat from the method employed by the Council on Wage and Price Stability (COWPS) for determining the size of wage-benefit package settlements. For example, unlike the Bureau, the council:

1. Includes estimates of potential cost-of-living escalator adjustments.
2. Excludes increases in the cost of maintaining existing health benefits in excess of the guidelines range.
3. Excludes increases in the cost of maintaining existing pension benefits levels.
4. Excludes the cost of legally-required social insurance programs.

Information on procedures used by the Council on Wage and Price Stability is available from the Council.

Table 1. Percentage change in wage rates in settlements covering 1,000 workers or more, 1979 and first 9 months 1980

Measure	1979	First 9 months 1980	
	Average adjustment	Average adjustment	Number of workers (in thousands)
First-year changes:			
All industries	7.4	8.7	2,980
Contracts with escalator clauses	6.2	6.2	1,734
Contracts without escalator clauses	9.1	11.9	1,245
Manufacturing	6.9	7.3	1,046
Contracts with escalator clauses	5.6	6.2	786
Contracts without escalator clauses	9.4	10.5	261
Nonmanufacturing	8.0	11.1	1,931
Contracts with escalator clauses	7.0	9.9	947
Contracts without escalator clauses	9.8	12.2	984
Construction	8.8	13.9	877
Contracts with escalator clauses	8.7	14.1	111
Contracts without escalator clauses	8.8	13.9	585
All industries excluding construction	7.2	8.5	2,303
Contracts with escalator clauses	6.1	7.8	1,623
Contracts without escalator clauses	9.2	10.2	680
Nonmanufacturing excluding construction	7.6	9.6	1,255
Contracts with escalator clauses	7.0	9.4	836
Contracts without escalator clauses	8.9	10.0	419
Annual rate of change over life of contract: [1]			
All industries	6.0	7.3	2,980
Contracts with escalator clauses	4.8	5.0	1,734
Contracts without escalator clauses	8.0	10.4	1,245
Manufacturing	5.4	5.4	1,046
Contracts with escalator clauses	4.0	4.1	786
Contracts without escalator clauses	8.1	9.3	261
Nonmanufacturing	6.8	8.3	1,931
Contracts with escalator clauses	5.5	5.8	947
Contracts without escalator clauses	8.0	10.7	984
Construction	8.3	11.8	877
Contracts with escalator clauses	4.8	8.8	111
Contracts without escalator clauses	8.4	12.2	585
All industries excluding construction	5.7	6.9	2,303
Contracts with escalator clauses	4.8	4.8	1,623
Contracts without escalator clauses	7.9	8.9	680
Nonmanufacturing excluding construction	6.2	6.5	1,255
Contracts with escalator clauses	5.5	5.4	836
Contracts without escalator clauses	7.8	8.8	419

[1] Total increase over contract term expressed at an average annual (compound) rate.

NOTE: Data for 1979 are final. Because of rounding, sums of individual employment items may not equal totals.

PRELIMINARY

Table 2. Percentage change in wages and benefits in settlements covering 5,000 workers or more, 1979 and first 9 months 1980

Measure	1979	First 9 months 1980	
	Average adjustment	Average adjustment	Number of workers (in thousands)
First-year changes:			
All industries	9.0	10.7	2,098
Contracts with escalator clauses	8.5	10.2	1,514
Contracts without escalator clauses	10.0	12.1	585
Manufacturing	9.2	9.8	758
Contracts with escalator clauses	8.7	9.2	635
Contracts without escalator clauses	10.9	10.9	120
Nonmanufacturing	8.7	11.4	1,340
Contracts with escalator clauses	8.2	10.9	879
Contracts without escalator clauses	9.4	12.4	464
Construction	9.4	13.4	372
All industries excluding construction	8.9	10.1	1,727
Contracts with escalator clauses	8.5	10.0	1,439
Contracts without escalator clauses	10.3	10.8	288
Nonmanufacturing excluding construction	8.5	10.7	971
Contracts with escalator clauses	8.2	10.7	804
Contracts without escalator clauses	9.4	10.9	167
Annual rate of change over life of contract:[1]			
All industries	6.6	7.2	2,098
Contracts with escalator clauses	6.9	6.8	1,514
Contracts without escalator clauses	6.0	10.8	585
Manufacturing	6.5	6.0	758
Contracts with escalator clauses	6.9	5.4	635
Contracts without escalator clauses	6.5	9.0	120
Nonmanufacturing	6.6	7.9	1,340
Contracts with escalator clauses	7.1	8.1	879
Contracts without escalator clauses	7.7	11.0	464
Construction	8.2	11.5	372
All industries excluding construction	6.4	6.3	1,727
Contracts with escalator clauses	5.9	5.7	1,439
Contracts without escalator clauses	7.9	9.0	288
Nonmanufacturing excluding construction	6.4	6.5	971
Contracts with escalator clauses	6.1	6.0	804
Contracts without escalator clauses	7.1	9.0	167

[1] Total increase over contract term expressed at an average annual (compound) rate.

NOTE: Data for 1979 are final. Because of rounding, some of individual employment items may not equal totals.

PRELIMINARY

Table 3. First-year wage-rate adjustments in settlements covering 1,000 workers or more, first 9 months 1990

Rate of adjustment [1]	Percent of workers affected—		
	All industries	Manufacturing	Nonmanufacturing
All actions	-	-	-
No wage change	[2]	1	[2]
Decreases	-	-	-
Increases	100	99	100
Under 4 percent	2	4	[2]
4 and under 6 percent	15	41	4
6 and under 8 percent	7	10	6
8 and under 10 percent	37	11	55
10 and under 12 percent	18	37	33
12 percent and over	20	4	9
Number of workers (in thousands)	2,060	1,046	1,001
Mean adjustment (percent)	9.7	7.3	11.1
Median adjustment (percent)	9.4	8.7	9.4

[1] Percent of estimated average hourly earnings, excluding overtime. Presents changes in wage rates decided upon during the period and effective within 12 months of the effective date of the agreement.

[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table. 4. Annual rate of wage-rate adustment over the life of the contract in settlements covering 1,000 workers or more, first 9 months 1990

Rate of adjustments [1]	Percent of workers affected—		
	All industries	Manufacturing	Nonmanufacturing
All actions	100	100	100
No wage change	-	-	-
Decreases	-	-	-
Increases	100	100	100
Under 4 percent	19	52	1
4 and under 6 percent	31	17	38
6 and under 8 percent	7	3	9
8 and under 10 percent	21	19	22
10 percent and over	22	8	29
Number of workers (in thousands)	2,060	1,046	1,001
Mean adjustment (percent)	7.3	5.4	9.3
Median adjustment (percent)	8.5	3.8	9.0

[1] Percent of estimated average hourly earnings, excluding overtime. Presents the total amount of the wage adjustment over the life of the agreement, reduced to an average annual (compound) rate.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 6. Annual rate of adjustment in wages and benefits in settlements covering 5,000 workers or more, first 9 months of 1980

Rate of adjustment [1]	Percent of workers affected—	
	First-year adjustment [2]	Adjustment averaged over life of contract [3]
All actions	100	100
No change	–	–
Decreases	–	–
Increases	100	100
Under 4 percent	[4]	1
4 and 6 percent	1	57
6 and under 8 percent	12	13
8 and under 10 percent	27	14
10 and under 12 percent	36	4
12 percent and over	22	12
Number of workers (in thousands)	2,098	2,098
Mean adjustment (percent)	10.7	7.2
Median adjustment (percent)	11.2	5.8

[1] Percent of estimated average hourly compensation.

[2] Changes in wages and benefits decided upon during the period and effective within 12 months of the effective date of the agreement.

[3] Changes in wage and benefit levels by the end of the contract period, expressed at an average annual (compound) rate. Essentially measures the permanent or longrun adjustment in hourly levels resulting from the settlement.

[4] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

PRELIMINARY

Table 8. Annual rate of adjustment in wages and benefits in construction settlements covering 1,000 workers or more, first 9 months of 1980

Rate of adjustment [1]	Percent of workers affected—			
	Wages and benefits		Wages alone	
	First-year adjustment [2]	Adjustment averaged over life of contract [3]	First-year adjustment [2]	Adjustment averaged over life of contract [3]
All actions	100	100	100	100
No change	–	–	–	–
Decreases	–	–	–	–
Increases	100	100	100	100
Under 6 percent	1	2	1	3
6 and under 8 percent	4	15	5	8
8 and under 10 percent	9	19	1	23
10 and under 12 percent	29	29	17	28
12 and under 14 percent	32	30	19	8
14 percent and over	25	7	47	30
Number of workers (in thousands)	677	677	677	677
Mean adjustment (percent)	12.6	10.9	13.9	11.6
Median adjustment (percent)	12.7	11.1	13.7	11.1

[1] Percent of estimated average hourly compensation (wages and benefits) and percent of estimated average hourly earnings, excluding overtime (wages alone).

[2] Changes decided upon during the period and effective within 12 months of the effective date of the agreement.

[3] Changes in pay levels by the end of the contract period, expressed at an average annual (compound) rate. Essentially measures the permanent or longrun adjustment in hourly levels resulting from the settlement.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 7. Average wage-rate adjustments in settlements covering 1,000 workers or more, reached during first 9 months of 1980, by duration of contract

Measure	1 year contracts	2 year contracts	3 year contracts	All contracts [1]
Number of settlements	62	149	340	958
Number of workers (in thousands)	169	430	2,317	2,980
Average duration (months)	12.0	24.0	36.3	33.1
Percent adjustment in—				
First contract year	12.2	11.1	9.2	9.7
Second contract year	([3]) ([3])	9.2	5.2	5.8
Third contract year	–	[5]	4.7	4.7
Average over life of contract	12.3	10.1	6.3	7.3

[1] For purposes of this analysis, contract duration is defined as follows: 1 year—6 and under 18 months; 2 years—18 and under 30 months; 3 years—30 and under 42 months.

[2] Includes settlements covering 44,000 workers with a duration of 42 more months which are not shown separately.

[3] Average is based only on settlements with a duration greater than 12 months.

[4] Average is based only on settlements with a duration greater than 24 months.

[5] Less than 0.05 percent.

PRELIMINARY

Table 8. Comparison of average first-year wage-rate settlements covering 1,000 workers or more before and after escalator adjustment, individual quarters, 1979 to date

(In percent)

Year and quarter	Settlements with escalator provisions				Settlements without escalator provisions		All settlements	
	Number of workers affected (in thousands)	First-year settlement	Combined first-year and escalator adjustments	Quarters of escalation included in data	Number of workers affected (in thousands)	First-year settlement	First-year settlement	Combined first-year and escalator adjustments
1979:								
I	155	7.7	2.1	4	140	9.1	5.7	5.9
II	472	8.8	12.8	4	785	9.2	9.0	10.6
III	1,010	8.1	12.0	4	321	9.3	8.9	11.4
IV	391	5.2	13.4	4	177	8.7	6.3	12.0
1980:								
I	241	5.9	11.2	3	143	11.2	7.9	11.2
II	463	8.8	8.8	2	371	11.4	8.9	10.0
III	914	9.6	9.7	1	459	12.7	10.7	10.7

NOTE: Four quarters are required to show the full effect of escalator adjustments for this series. Where less than 4 quarters are shown, figures are incomplete. The escalator adjustments are influenced by the rate of increase in the Consumer Price Index used to escalate wages, the type of escalator formula, and the frequency of reviews.

It should be noted that the data contained in this table refer solely to wage rates which must be distinguished from employee earnings. Because wage-rate adjustments—such as adjustments under escalator clauses—may not be in effect throughout a period, the rise in wage rates over a given period may not reflect the changes in earnings actually received by workers during the period. For example, if a worker gets one escalator adjustment of 4 percent during a year, and if the adjustment is made midway in the year, the worker's earnings will increase only 2 percent over the year (assuming other factors remain constant) even though the wage rate has risen by 4 percent.

PRELIMINARY

Table 9. Quarterly wage and wage benefit adjustments, first quarter 1979 to date

(In percent)

Measure	1979					1980		
	I	II	III	IV	Average or total[1]	I	II	III
Settlements:								
Wage-rate settlements (1,000 workers or more):								
First-year adjustment	5.7	6.9	6.6	6.3	7.4	7.0	8.7	10.7
Average annual change over life of contract	6.6	7.2	6.1	6.3	6.0	6.3	6.8	7.4
Wage and benefit settlements (5,000 workers or more):								
First-year adjustment	2.8	10.5	9.0	8.5	9.0	8.8	10.1	11.6
Average annual change over life of contract	5.3	7.8	6.1	6.0	6.6	6.4	6.9	7.3
Effective wage-rate changes:								
Total effective adjustments	1.4	2.6	3.2	1.6	9.1	1.5	2.9	3.1
Current settlement	0.2	1.1	1.1	0.5	3.0	0.4	1.0	1.5
Prior settlement	0.6	1.0	1.0	0.4	3.0	0.5	1.2	1.1
Escalator provision	0.6	0.5	1.2	0.7	3.1	0.6	0.8	0.6
Total effective adjustments by industry:								
Manufacturing	1.5	2.3	3.2	2.4	9.5	1.8	3.2	2.6
Nonmanufacturing excluding construction	1.9	1.9	4.3	1.3	9.5	1.6	1.6	3.7
Construction	0.4	4.8	1.4	0.4	7.1	0.4	5.1	3.2
Transportation and public utilities	1.5	2.2	5.9	1.4	11.2	1.2	1.7	5.9
Wholesale and retail trade	1.8	1.5	2.2	1.2	8.6	1.4	1.4	2.5
Services	1.7	1.8	1.4	2.1	7.0	1.3	2.4	1.9

[1] Wage and wage and benefit settlements are annual averages. The effective wage-rate adjustment for the year is the total of the cumulative quarterly change.

NOTE: Data for 1979 are final. Because of rounding and compounding in the effective wage change series, sums of individual items may not equal totals.

PRELIMINARY

Table 10. Average annual rate of change in wage and compensation series, 1978-first 9 months 1980

(In percent)

Measure	Full year		First 9 months	
	1978	1979	1979	1980
Major collective bargaining developments:				
Wage rate: (1,000 workers or more):				
First-year wage-rate adjustment	7.6	7.4	7.8	9.7
Wage-rate adjustment over life of contract	6.4	6.0	6.2	7.3
Effective wage-rate adjustment	8.2	9.1	10.0	10.2
Wages and benefits combined: (5,000 workers or more):				
First-year adjustment	8.3	9.0	9.1	10.7
Average over life of contract	6.3	6.6	6.7	7.2
Aggregate measures: [1]				
Total compensation per hour, all employees, nonfarm business sector [2]	8.5	8.9	8.9	10.0
Average hourly earnings, production or nonsupervisory workers, private nonfarm economy	9.0	7.9	7.7	7.9
Adjusted for overtime (in manufacturing only) and interindustry employment shifts	8.4	8.1	7.9	8.2

[1] Data for full years measure changes from fourth quarter of prior year to fourth quarter of current year.

[2] Compensation data for this series comes from the Bureau of Economic Analysis (BEA), U.S. Department of Commerce and are combined with BLS hours data.

Union Wage Rates for Building Trades Advance a Record 2.1 Percent in Third Quarter of 1980

Union wage rates for building trades in large cities showed the largest third quarter increase on record—up 2.1 percent from July to October 1980. (See table 1.) Raising the Bureau's index of wage rates for building trades to 263.0 (1967 = 100), this third-quarter gain was over three times as large as the 0.6-percent gain recorded for the third quarter of 1979. During the past 10 years, wage rates have risen an average of 1.2 percent in the third quarter. Twice as large a proportion—two-tenths—of the union members in the cities covered by the survey (those with 100,000 inhabitants or more), however, were in bargaining units for which rate changes became effective in the third quarter of 1980 compared with the third quarter of 1979. The increased activity in the third quarter of 1980 may reflect, in part, wage negotiations which continued past the reference date of the second quarter—traditionally the one with heaviest bargaining. Activity in the second quarter of 1980 was down somewhat from the second quarter levels recorded in both 1979 and 1978.

For the 12 months ended October 1, 1980, the wage increase was 9.4 percent—an acceleration over the previous quarter's pace and the highest annual rate of increase for wages in the building trades since the first quarter of 1972. (See table 2) Heavily impacting third quarter increases in 1980 were wage settlements of 10 percent or more in the Pacific States, as well as in other sections of the country including New England and the Great Lakes and Southwest regions.

When employer contributions to benefit funds were added to wage rates, the annual rate of advance was 9.1 percent—the same as that reported at the end of 1975. Prior to the third quarter of 1978, relatively large increases in benefit payments usually resulted in wage rates plus benefits outpacing wage rates by at least a full percentage point. During the past 2 years, however, this gap disappeared; since the second quarter of 1980, the year-to-year percent increase in wage rates plus benefits was actually smaller than the advance for wage rates only.

Wage-rate increases averaged 12.8 percent for those bargaining units for which adjustments were effective in the third quarter of 1980, compared with a 6.0-percent rise in the third quarter of 1979. In the third quarter of 1980, the distribution of union members whose rates increased was as follows: Nearly three-tenths of the union

Table 1. 12-month percentage increases in wage rates and wage rates plus benefits of building trades, 1970-80

Period	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980
	Wage rates										
First quarter	9.1	12.3	10.4	5.8	4.5	9.2	8.0	5.8	5.3	6.0	7.1
Second quarter	11.8	11.4	6.5	4.9	7.4	8.8	6.7	5.8	5.9	6.8	7.8
Third quarter	11.6	11.2	7.1	4.9	7.8	8.3	6.1	5.6	5.8	6.9	9.4
Fourth quarter	11.9	10.2	7.1	4.4	9.0	8.0	5.9	5.5	5.9	7.0	–
	Wage rates plus benefits[1]										
First quarter	10.2	13.5	11.8	7.0	5.6	9.9	8.8	7.0	6.4	6.4	7.1
Second quarter	12.9	12.2	7.3	6.0	8.2	9.8	7.9	6.7	6.7	7.0	7.6
Third quarter	12.9	12.7	8.2	6.2	8.2	9.6	7.4	6.6	6.3	7.0	9.1
Fourth quarter	13.0	11.6	8.2	5.5	9.6	9.1	7.1	6.6	6.2	7.0	–

[1] Starting with the 12-month increase ended July 1979, this measure includes employer payments for holidays, savings, and supplemental unemployment benefits. This expands the series' benefit coverage, limited to insurance, pensions, and vacations.

members had 2- to 5-percent increases; one-fourth, 5 to 10 percent; one-eighth, 10 to 15 percent; one-fourth, 17 percent or more.

Union wage rates in the building trades averaged $12.46 an hour on October 1, 1980. (See table 2.) The addition of employer payments for health and welfare, pension, vacation, holiday, savings, and supplemental unemployment benefit plans raised the average to $15.34—up 2.0 percent in the third quarter and 9.1 percent over the year. (See table 3.) A year earlier, the corresponding changes for wages plus health and welfare, pension, and vacation benefits were 0.6 and 7.0 percent.

The share of the wage and benefit package attributable to benefits has more than doubled since the Bureau first developed such data in 1965. In October 1980, that ratio equaled 19 percent—essentially unchanged over the past 2 years.

The wage rates and benefits shown for 830 bargaining units in table 4 were payable under labor-management contracts in force in October 1, 1980, and include all negotiated or deferred changes put into effect between July 1, 1980, and October 1, 1980. Among the 189 units that reported third-quarter wage increases, slightly less than two-fifths had been deferred from previous negotiations. Slightly more than one-third of the units with rate increases during the quarter also had one or more rate advances during the preceding 2 quarters.

Scope and method of survey

Union wage rates are the basic (minimum) rates agreed upon through collective bargaining and reported to the Bureau by local union officials. The rates do not reflect those for apprentices or premium rates for over-

Table 2. Union wage rates in the building trades in cities of 100,000 inhabitants or more

Trade or occupation	Hourly average, July 1, 1980	Change to July 1, 1980, from:[1]			
		Apr. 1, 1980		July 2, 1979	
		Cents	Percent	Cents	Percent
All trades	$12.46	25.7	2.1	105.9	9.4
Bricklayers	12.77	8.9	.7	100.3	8.5
Building laborers	10.05	17.1	1.7	89.5	9.8
Carpenters	12.77	32.7	2.6	111.6	9.6
Electricians	13.80	23.5	1.7	121.2	9.5
Painters	12.24	22.6	1.9	99.9	9.0
Plasterers	12.39	30.8	2.6	96.2	8.5
Plumbers	13.39	35.0	2.7	104.6	8.5

[1] In computing changes in wage rates, increases in each trade were averaged among all workers in the trade, including those that did not receive wage rate increases.

Table 3. Union wage rates plus employer payments to specified worker benefit funds in the building trades in cities of 100,000 inhabitants or more

Trade or occupation	Hourly average, July 1, 1980	Change to July 1, 1980, from:[1]			
		Apr. 1, 1980		July 2, 1979	
		Cents	Percent	Cents	Percent
All trades	$15.34	29.1	2.0	126.0	9.1
Bricklayers	15.37	11.0	.7	124.9	8.8
Building laborers	12.47	21.1	1.7	109.7	9.7
Carpenters	15.62	34.2	2.3	126.7	8.9
Electricians	17.08	27.8	1.6	144.8	9.2
Painters	14.52	26.9	1.9	130.0	10.0
Plasterers	14.86	32.8	2.3	115.7	8.5
Plumbers	16.72	43.4	2.7	127.4	8.3

[1] See footnote 1, table 1.

time or for work on weekends, holidays, or late shifts.

Information on employer contributions to insurance (health and welfare), pension, and vacation funds as well as combined payments to other funds (for example, holidays, savings, supplemental unemployment benefits) is presented for the various trades in table 4. This information is expressed in cents-per-hour or percent of basic rates. In actual practice, however, some employer payments are calculated as a percent of a negotiated rate (rather than the lower basic rate shown), pay for total hours worked, or gross payroll. These variations in the method of computation are not reflected in the table.

The "average wage rates" apply to all cities that had 100,000 inhabitants or more in the 1970 census. Sixty-six of the 121 cities in the survey were appropriately weighted to represent the 153 cities of this size.

The "average wage rates," developed by applying percentage changes that occurred on a quarterly basis since July 2, 1979, to averages recorded in the Bureau's annual survey relating to that date, are designed to show current levels. They are not for precise quarter-to-quarter or year-to-year comparisons. Fluctuations in union membership (the weighting factor used to obtain average wage rates) among the various crafts and cities studied may cause differences in the average regardless of wage-rate changes.

"Changes in average union wage rates" are computed by weighting the rates for comparable situations in each year or quarter by fixed membership counts, developing averages for each period using the fixed membership, and recording differences in those averages. Thus, the averages used in this computation are not necessarily identical with published "average wage rates."

Table 4. Union hourly wage rates and employer insurance, pension, vacation and other fund payments for selected building trades in 121 cities, October 1, 1980

City	Bricklayers Employer contributions for selected benefits[1]					City	Carpenters Employer contributions for selected benefits[1]				
	Basic Rate[1]	Insurance[2]	Pension	Vacation Pay	Other[3]		Basic Rate[1]	Insurance[2]	Pension	Vacation Pay	Other[3]
Akron Oh.	$13.600	$1.020	$0.800	[4]$1.000	$0.100	Akron Oh.	[5]$14.150	$0.700	$1.250	-	[6]$0.100
Albany NY.	11.620	.800	1.000	-	[4].740	Albany NY.	10.980	.700	1.000	[4]$1.000	.130
Albuquerque NM.	[7]12.310	.770	1.000	1.000	.120	Albuquerque NM.	[8]11.400	1.104	1.350	1.650	.060
Anchorage Ak.	16.930	.970	1.950	-	.860	Anchorage Ak.	18.910	.980	2.000	-	.650
Atlanta Ga.	10.550	.750	.970	[4].650	.110	Atlanta Ga.	11.600	.600	.650	-	-
Baltimore Md.	12.130	.900	.900	.500	.070	Baltimore Md.	11.650	.750	.650	-	-
Birmingham Al.	[9]11.830	.500	.550	-	.050	Birmingham Al.	[10]10.930	.700	.900	.250	.030
Boise Id.	12.200	.850	1.100	1.000	.050	Boise Id.	11.280	1.050	1.050	-	.050
Boston Ma.	12.600	.900	1.500	-	.110	Boston Ma.	11.950	1.000	1.000	.700	.156
Buffalo NY.	13.830	-	1.900	-	.970	Buffalo NY.	12.750	[4]1.800	1.850	-	.465
Burlington Vt.	8.950	.900	.200	-	.010	Burlington Vt.	9.980	.630	.700	-	-
Butte Mt.	[7]14.250	-	.500	-	-	Butte Mt.	11.380	.850	1.000	.750	-
Charleston SC.	8.650	.500	.300	-	.010	Charleston SC.	8.750	.480	.300	-	-
Charleston Wv.	13.837	.650	.750	-	[11].170	Charleston Wv.	[12]12.140	.850	1.000	1.000	-
Charlotte NC.	7.700	.250	.250	-	.010	Charlotte NC.	10.200	.700	.500	-	-
Chattanooga Tn.	[13]12.670	.750	.500	-	.050	Chattanooga Tn.	10.930	.570	.580	-	.020
Cheyenne Wy.	[14]12.100	.700	.300	-	.010	Cheyenne Wy.	11.520	.750	.750	.750	[15].035 [16].030
Chicago Il.	14.400	1.100	1.100	-	.100	Chicago Il.	14.000	1.230	1.000	-	.010
Cincinnati Oh.	[9]13.695	.800	-	[4]1.230	.100	Cincinnati Oh.	14.300	.900	1.100	-	.035
Cleveland Oh.	13.500	1.210	1.900	[4]1.250	.100	Cleveland Oh.	13.780	1.090	1.600	[4]1.000	.040
Columbia SC.	[9]-	-	-	-	-	Columbia SC.	[10]11.000	-	-	.850	-
Columbus Oh.	13.690	.900	1.250	-	.210	Columbus Oh.	12.720	.850	1.000	-	.040
Corpus Christi Tx.	10.290	.370	.300	-	.060	Corpus Christi Tx.	[9]9.890	.510	.400	-	-
Dallas Tx.	11.890	.370	.900	-	.030	Dallas Tx.	11.450	.700	.550	-	-
Dayton Oh.	12.000	.850	1.100	-	.110	Dayton Oh.	12.150	1.000	1.400	-	.090
Denver Co.	[7]11.790	.850	[7]1.100	[4].500	[7].210	Denver Co.	11.065	1.000	1.000	.950	-
Des Moines Ia.	12.760	.900	1.250	-	.030	Des Moines Ia.	11.750	.800	.800	-	-
Detroit Mi.	14.070	1.280	8.00% [17]+$3.600	11.00%	.220	Detroit Mi.	14.000	1.250	11.00%	11.00%	.030
Duluth Mn.	12.510	.560	.300	-	.060	Duluth Mn.	11.330	.500	.500	.750	-
El Paso Tx.	8.650	.770	.250	-	.005	El Paso Tx.	9.510	.770	-	-	-
Erie Pa.	13.050	.750	.600	-	1.050	Erie Pa.	11.990	.780	.950	-	1.250
Evansville In.	13.030	1.000	1.300	[4].300	.040	Evansville In.	12.500	.750	.750	-	.930
Fargo ND.	12.400	.600	.600	[4].300	.050	Fargo ND.	10.860	.180	.500	[4].500	-
Flint Mi.	12.950	.900	1.650	[4].300	.060	Flint Mi.	[18]12.530	.750	.900	[4].620	.120
Fort Worth Tx.	11.890	.370	.900	-	.030	Fort Worth Tx.	11.450	.700	.550	-	-
Fremont Ca.	[9]15.450	1.650	1.400	[4]1.000	.300	Fremont Ca.	15.000	1.605	1.950	[9].1.300	.120
Fresno Ca.	14.850	1.750	1.300	[4]1.000	.150	Fresno Ca.	15.100	1.605	1.950	[9]1.300	.120
Grand Rapids Mi.	11.950	.750	.250	-	.070	Grand Rapids Mi.	11.200	.750	.900	[4].750	.020
Hammond In.	13.450	1.000	.700	1.000	.060	Hammond In.	13.730	1.050	.870	[4]1.000	.010
Hartford Ct.	11.050	.750	.750	-	.050	Hartford Ct.	11.850	.900	.900	-	-
Honolulu Hi.	10.888	1.300	2.000	.600	.120	Honolulu Hi.	11.000	1.440	2.300	[9]1.000	.080
Houston Tx.	[9]13.690	.890	.800	-	.160	Houston Tx.	[9]11.150	1.000	.950	-	-
Huntsville Al.	11.500	-	-	-	-	Huntsville Al.	9.200	.590	.450	-	-
Indianapolis In.	13.170	.700	.650	[4]1.880	.140	Indianapolis In.	[7]13.450	.750	.950	[4].500	.050
Jackson Ms.	[9]10.700	.250	.100	-	.050	Jackson Ms.	9.650	.650	.350	-	.050
Jacksonville Fl.	10.320	.450	.500	-	.010	Jacksonville Fl.	[9]10.320	.720	.700	-	-
Kansas City Mo.	12.590	.950	.350	[4]1.500	-	Kansas City Mo.	12.800	.600	.500	-	.070
Knoxville Tn.	11.670	-	.600	-	-	Knoxville Tn.	9.760	.570	.580	-	.020
Lansing Mi.	[9]11.520	-	1.100	2.000	[7].040	Lansing Mi.	12.970	.750	.900	.650	.020
Las Vegas Nv.	[9]10.570	.900	.600	-	.110	Las Vegas Nv.	[9]14.310	.850	1.350	1.000	.020
Little Rock Ar.	10.600	.700	.350	-	.220	Little Rock Ar.	10.350	.500	.500	-	.010
Long Beach Ca.	14.950	1.150	1.650	[4].500	.250	Long Beach Ca.	[9]13.410	1.630	2.240	[9]1.000	.090
Los Angeles Ca.	14.950	1.150	1.650	[4].500	.230	Los Angeles Ca.	[9]13.410	1.630	2.210	1.000	.090
Louisville Ky.	11.590	.500	.600	[4].750	.080	Louisville Ky.	12.690	.780	.650	-	.030
Lubbock Tx.	10.850	-	.300	-	-	Lubbock Tx.	[19]10.180	.780	.650	-	-
Madison Wi.	10.960	.850	1.000	[4].500	.010	Madison Wi.	12.470	.680	.890	.700	-
Manchester NH.	[9]10.190	1.010	.890	-	.070	Manchester NH.	9.980	[7].650	.700	-	-
Memphis Tn.	[9]12.750	.630	.300	[4].250	.250	Memphis Tn.	10.580	.750	.780	-	-
Miami Fl.	11.780	.750	.750	[4].250	.020	Miami Fl.	[9]10.850	.900	.550	-	-
Milwaukee Wi.	[9]13.070	1.350	1.350	.600	.230	Milwaukee Wi.	[9]12.970	1.350	1.150	.920	.070
Minneapolis Mn.	11.660	.655	.910	.800	.060	Minneapolis Mn.	11.660	.800	.800	.600	-
Mobile Al.	[9]11.570	-	1.700	-	.110	Mobile Al.	[9]11.000	.950	.500	-	-
Montgomery Al.	[9]9.250	-	-	-	-	Montgomery Al.	10.550	.650	.650	-	.100
Nashville Tn.	11.600	-	.900	-	.020	Nashville Tn.	11.600	-	.900	-	-
New Bedford Ma.	11.600	[7].300	1.100	-	.130	New Bedford Ma.	[9]12.050	.700	1.000	-	.020
New Haven Ct.	11.050	.750	.750	-	.150	New Haven Ct.	12.000	.900	.650	-	-
New Orleans La.	12.000	.700	.435	-	.020	New Orleans La.	[9]11.490	.700	.600	[4].160	-
New York NY.	12.000	1.230	3.980	-	.140	New York NY.	13.960	1.850	1.700	.950	.070
Newark NJ.	12.670	.920	1.600	[4].500	.020	Newark NJ.	12.570	8.00%	9.00%	-	-
Norfolk Va.	10.980	.700	.200	-	.040	Norfolk Va.	10.150	.550	.550	-	-
Oakland Ca.	[9]15.450	1.650	1.400	[4]1.000	.500	Oakland Ca.	15.000	1.605	1.950	[9]1.300	.120
Oklahoma City Ok.	11.900	.620	.750	1.000	.150	Oklahoma City Ok.	11.200	.550	.800	-	.010
Omaha Ne.	[9]12.550	.850	.750	1.000	.250	Omaha Ne.	[9]13.070	.850	.700	-	.050
Peoria Il.	13.050	.800	1.350	[4].500	.040	Peoria Il.	[9]13.220	.750	1.250	-	.060
Philadelphia Pa.	12.140	1.100	1.250	.650	.090	Philadelphia Pa.	11.020	2.630	1.400	-	.100
Phoenix Az.	10.520	.900	1.100	-	.250	Phoenix Az.	11.985	1.195	1.115	[4].250	-
Pittsburgh Pa.	13.850	.900	2.000	-	1.550	Pittsburgh Pa.	12.750	6.50%	8.00%	-	11.25%
Portland Me.	9.300	.500	.500	-	.030	Portland Me.	9.850	.650	.700	-	.030
Portland Or.	[9]13.660	1.050	1.600	.750	.590	Portland Or.	13.800	1.000	1.000	.650	-
Providence RI.	[9]12.250	1.200	1.250	-	.030	Providence RI.	11.750	.750	1.100	.250	.050
Raleigh NC.	7.700	.250	.250	-	.010	Raleigh NC.	10.200	.700	.500	-	-
Reading Pa.	10.900	.900	1.000	-	.050	Reading Pa.	10.730	.920	.750	-	1.00%
Richmond Va.	[9]12.000	.800	.350	-	.070	Richmond Va.	10.150	.550	.550	-	[7].040
Riverside Ca.	[7]14.250	1.150	2.200	[4]1.000	.050	Riverside Ca.	[9]13.810	[4]1.630	2.210	[9]1.000	.110
Rochester NY.	13.670	.750	1.150	-	.130	Rochester NY.	12.400	1.230	1.060	-	.100
Rock Island Il.	12.560	.650	1.300	[4]1.000	.060	Rock Island Il.	13.310	.650	1.150	-	.060
Rockford Il.	13.150	.650	1.200	4.650	.070	Rockford Il.	12.500	.650	1.470	.760	.050
Sacramento Ca.	[9]15.330	1.300	1.710	[4]1.250	.200	Sacramento Ca.	15.000	1.605	1.950	[9]1.300	.120
Salt Lake City Ut.	12.900	.700	.620	4.600	.180	Salt Lake City Ut.	11.900	.650	.650	.290	-
San Antonio Tx.	[9]11.900	.570	.300	.250	.050	San Antonio Tx.	[9]11.190	.480	.600	.400	.010
San Diego Ca.	[9]14.590	1.130	1.340	4.580	.300	San Diego Ca.	[9]14.910	.710	1.550	[12]-	.230
San Francisco Ca.	14.620	1.500	2.130	[9]1.610	.490	San Francisco Ca.	15.000	1.605	1.930	[9]1.300	.120
Santa Ana Ca.	14.950	1.150	1.650	4.580	.250	Santa Ana Ca.	[9]13.810	1.630	2.210	[9]1.000	.090
Santa Fe NM.	[9]12.310	.770	.600	1.000	.120	Santa Fe NM.	[9]11.400	1.100	1.350	4.650	.060
Savannah Ga.	[9]10.450	[7]-	.450	-	-	Savannah Ga.	[9]10.500	.550	-	-	-
Schenectady NY.	12.320	.800	1.000	-	.040	Schenectady NY.	10.980	.700	1.000	[9]1.000	.110
Scranton Pa.	[7]11.100	.900	1.000	.750	.060	Scranton Pa.	11.590	.700	.900	-	.100
Seattle Wa.	14.920	.800	1.550	4.550	.250	Seattle Wa.	14.730	.750	.950	4.200	.040
Shreveport La.	10.950	.550	.650	-	.020	Shreveport La.	10.750	.550	.650	-	.020
Sioux Falls SD.	12.200	.650	.500	4.500	-	Sioux Falls SD.	11.360	-	.200	4.300	-
South Bend In.	[9]12.550	1.050	1.200	-	1.070	South Bend In.	12.150	.850	1.000	[9].850	.050
Spokane Wa.	13.320	.800	2.000	-	1.640	Spokane Wa.	[9]13.540	.960	1.200	4.500	.130
Springfield Ma.	11.400	.700	1.160	-	.100	Springfield Ma.	[9]11.650	.600	1.000	-	.030
St Louis Mo.	12.330	.720	.950	1.000	.270	St Louis Mo.	[7]12.860	.750	.900	4.300	.210
St Petersburg Fl.	11.700	.450	.500	-	[7].010	St Petersburg Fl.	10.580	.580	.650	-	-
St. Paul Mn.	11.660	.655	.930	.800	.060	St. Paul Mn.	11.660	.800	.600	4.600	-
Stamford Ct.	11.470	.830	.290	-	.050	Stamford Ct.	11.100	.900	.650	.700	.100
Syracuse NY.	11.900	.750	1.060	-	.050	Syracuse NY.	11.620	.800	2.200	-	.100
Tampa Fl.	11.700	.450	.500	-	[7].010	Tampa Fl.	10.500	.500	.650	-	-
Toledo Oh.	14.795	1.060	1.650	-	4.300	Toledo Oh.	[7]14.327	1.060	1.250	[4]1.000	.130
Topeka Ks.	12.140	.950	.250	-	.020	Topeka Ks.	10.350	.550	.750	-	-
Trenton NJ.	12.300	.880	1.000	-	.040	Trenton NJ.	11.450	.950	1.550	4.500	.050
Tulsa Ok.	12.440	.700	.480	.550	-	Tulsa Ok.	11.480	.550	.850	-	-
Washington DC.	13.450	1.170	.850	-	.100	Washington DC.	12.060	.880	.700	-	-
Wichita Ks.	11.480	.600	.500	-	-	Wichita Ks.	[19]10.250	.600	-	-	.030
Wilmington De.	11.400	.950	1.100	-	.030	Wilmington De.	12.550	1.290	1.400	-	.110
Worcester Ma.	11.500	.950	1.350	-	.050	Worcester Ma.	12.200	.750	1.000	-	.030
York Pa.	[9]10.400	.650	.550	-	.010	York Pa.	10.590	.850	.950	-	-
Youngstown Oh.	13.995	.850	1.250	4.300	.100	Youngstown Oh.	12.170	1.040	1.330	4.600	.360

See footnotes at end of table.

Table 4. Continued—Union hourly wage rates and employer insurance, pension, vacation, and other fund payments for selected building trades in 121 cities, October 1, 1980

City	Electricians — Employer contributions for selected benefits[1]					Painters — Employer contributions for selected benefits[1]				
	Basic Rate[1]	Insurance[2]	Pension	Vacation Pay	Other[3]	Basic Rate[1]	Insurance[2]	Pension	Vacation Pay	Other[3]
Akron Oh.	[7]13.293	60.748	3.00% +60.740	-	[4]1.420	$12.800	$1.070	99.600	-	-
Albany NY	13.750	.900	3.00% + .600	-	1.00%	11.570	-	.850	[4]99.500	60.020
Albuquerque NM	[6]12.509	.600	3.00% + .700	[4]7.00%	2.00%	[6]10.585	.788	.500	-	.060
Anchorage Ak	[6]21.150	1.980	3.00% + 3.000	-	1.00% +60.150	[7]10.500	.900	2.000	-	.050
Atlanta Ga	[6]12.900	8.00%	12.00%	-	1.00%	11.350	.950	.750	-	-
Baltimore Md	[6]10.700	.900	3.00% + .800	60.500	-	9.900	1.100	.650	.800	-
Birmingham Al	12.590	.850	3.00% + .400	-	[4]1.00%	[6]11.850	-	.700	-	.950
Boise Id	13.900	.750	3.00% + 1.000	-	-	10.870	.630	.500	.500	-
Boston Ma	[6]13.100	1.050	3.00% + 1.800	[4].500	[4]1.00% + .600	[6]12.610	.820	1.400	-	.050
Buffalo NY	13.922	1.100	[6]3.00% + 2.100	[4]1.010	1.00% + .050	11.685	.825	1.400	-	7.010
Burlington Vt	10.300	.300	3.00% + .100	-	1.00% + .101	[6]10.130	-	.200	-	-
Butte Mt	13.919	.700	3.00% + .900	[4]5.00%	1.00%	10.660	.630	.500	-	.100
Charleston SC	10.100	.350	3.00% + .250	-	1.00%	Charleston SC	8.000	.300	.500	-
Charleston WV	15.800	.550	3.00% + .750	-	-	Charleston WV	[7]10.720	.550	-	-
Charlotte NC	9.500	.350	3.00% + .350	-	1.00%	Charlotte NC	8.000	.300	.500	-
Chattanooga Tn	11.704	[7].700	10.00%	[4]2.50%	[5]3.50%	Chattanooga Tn	9.500	.930	.400	-
Cheyenne Wy	12.825	.750	3.00% + .500	[4]5.00%	1.00%	Cheyenne Wy	12.510	.930	1.150	[4]1.000	-
Chicago Il	[6]15.150	4.82%	11.91%	.800	.076	Chicago Il	11.300	.679	.750	-	4.200
Cincinnati Oh	14.080	.500	3.00% + .800	[4]1.224	.200	Cincinnati Oh	13.200	-	.500	[4]1.000	-
Cleveland Oh	14.820	.960	3.00% + .960	[4]1.000	1.00%	Cleveland Oh	14.310	.970	1.100	-	.050
Columbia SC	9.300	.350	3.00% + .400	-	1.00%	Columbia SC	8.000	.300	.500	-	-
Columbus Oh	14.080	.880	3.00% + 1.020	-	1.00%	Columbus Oh	[7]12.790	.850	.850	-	-
Corpus Christi Tx	[6]11.820	.600	3.00%	-	1.00%	Corpus Christi Tx	9.310	.650	.250	-	-
Dallas Tx	[7]12.144	.680	7.00%	[4]4.00%	1.00%	Dallas Tx	10.130	.550	.200	-	-
Dayton Oh	14.130	.750	3.00% + 1.000	-	1.00%	Dayton Oh	13.210	-	1.000	-	-
Denver Co	[6]13.900	.700	3.00% + 1.250	[4]4.00%	[3]3.40%	Denver Co	12.310	.930	1.150	[4]1.000	-
Des Moines Ia	13.550	.450	3.00% + 1.300	.750	1.75%	Des Moines Ia	12.320	-	.800	[4]1.250	-
Detroit Mi	[6]14.760	1.500	3.00% + 1.200	[4]1.456	1.00% + .150	Detroit Mi	13.250	1.250	1.500	1.250	-
Duluth Mn	13.320	5.00%	10.00%	11.00%	2.50%	Duluth Mn	[2]12.660	.500	[7].600	-	-
El Paso Tx	10.900	.600	3.00%	-	1.00%	El Paso Tx	9.700	.830	-	-	-
Erie Pa	10.100	.720	10.40%	.750	1.00%	Erie Pa	10.100	.640	.500	-	.300
Evansville In	13.500	.550	3.00% + .600	[4].700	1.00%	Evansville In	11.090	.800	.500	[4].700	-
Fargo ND	11.550	[7].600	3.00%	4.00%	3.00%	Fargo ND	10.380	.250	.500	-	-
Flint Mi	[6]13.490	.750	3.00% + 1.540	[4]4.00%	-	Flint Mi	[7]10.550	.800	[7].700	[4].600	-
Fort Worth Tx	11.930	.600	7.00%	[4]6.00%	1.00%	Fort Worth Tx	11.580	-	.200	-	-
Fremont Ca	17.135	1.300	3.00% + 1.900	[4]12.00%	1.70%	Fremont Ca	16.090	1.500	2.000	.500	.540
Fresno Ca	14.836	1.810	3.00% + 1.600	[4]12.00%	1.00% + .050	Fresno Ca	12.830	.810	.300	[4]1.500	.280
Grand Rapids Mi	[7]12.208	.750	3.00% + .350	[4]5.00%	1.00%	Grand Rapids Mi	9.820	.590	.400	.280	-
Hammond In	14.496	6.00%	8.20%	[4]6.00%	1.00%	Hammond In	12.750	.960	.700	-	-
Hartford Ct	12.800	1.500	3.00% + 1.850	-	1.00%	Hartford Ct	11.000	1.200	1.100	-	-
Honolulu Hi	[6]12.860	1.170	15.00% + 1.840	[4]11.60%	5.00% + .980	Honolulu Hi	11.350	.840	3.000	[4].750	.180
Houston Tx	12.825	1.000	10.00%	-	[4]11.00%	Houston Tx	[6]12.995	.715	.550	.480	-
Huntsville Al	12.150	.550	3.00% + .650	-	1.00%	Huntsville Al	9.350	.450	.250	-	-
Indianapolis In	13.660	4.00%	7.00%	5.00%	1.00%	Indianapolis In	11.500	.780	.620	[4].600	-
Jackson Ms	11.050	.350	3.00% + .500	-	1.00%	Jackson Ms	[6]8.700	[4].350	.400	-	-
Jacksonville Fl	11.150	.850	3.00% + .810	-	1.00%	Jacksonville Fl	9.450	.680	.600	-	-
Kansas City Mo	[6]14.650	.900	3.00% + .900	[4]7.00%	1.00%	Kansas City Mo	12.110	.550	.700	-	.100
Knoxville Tn	11.410	.600	3.00% + .500	-	1.00%	Knoxville Tn	9.500	.500	.500	-	-
Lansing Mi	12.485	.750	3.00% + 1.500	[4]10.00%	1.00%	Lansing Mi	12.250	.650	.600	[4].750	.805
Las Vegas Nv	[6]14.620	.980	3.00% + 2.300	[4]12.00%	1.00% + .640	Las Vegas Nv	[6]15.760	.800	.700	[4]1.500	.860
Little Rock Ar	[6]11.735	-	3.00% + 1.350	[4]5.00%	1.00%	Little Rock Ar	[6]9.550	-	.500	-	-
Long Beach Ca	13.670	1.150	3.00% + 2.700	10.00%	1.00%	Long Beach Ca	13.460	1.290	1.350	.600	.180
Los Angeles Co	13.670	1.150	3.00% + 2.700	10.00%	1.00%	Los Angeles Co	13.460	1.290	1.350	.600	.180
Louisville Ky	14.600	.750	3.00% + 1.250	.500	1.00%	Louisville Ky	10.410	.650	.600	-	-
Lubbock Tx	11.421	.600	3.00%	[4]6.00%	-	Lubbock Tx	9.368	-	-	-	-
Madison Wi	12.750	.900	3.00%	6.00%	2.00%	Madison Wi	10.830	.800	.500	.600	.161
Manchester NH	12.250	.650	7.00%	-	1.00%	Manchester NH	11.500	.550	-	-	-
Memphis Tn	13.630	1.050	3.00% + .500	-	1.00%	Memphis Tn	11.125	.550	.500	-	-
Miami Fl	12.350	[7].700	7.60%	4.500	1.00%	Miami Fl	10.150	.550	.600	-	.040
Milwaukee Wi	14.140	1.100	3.00% + .950	7.00%	3.00%	Milwaukee Wi	11.850	1.060	1.150	[4].650	.061
Minneapolis Mn	13.730	5.00%	6.00%	11.00%	2.25%	Minneapolis Mn	11.510	.650	.500	[4].500	.230
Mobile Al	[6]12.770	.700	3.00% + .400	[4]5.00%	1.00%	Mobile Al	[6]10.000	.550	.400	[4]1.000	-
Montgomery Al	[6]10.388	.550	3.00%	[4]5.00%	[7]1.39%	Montgomery Al	[6]9.250	-	.700	-	-
Nashville Tn	12.320	.700	3.00%	-	1.00%	Nashville Tn	9.760	.600	.600	-	-
New Bedford Ma	11.250	1.300	3.00% + 1.200	-	1.00% + .850	New Bedford Ma	[6]10.550	.800	.750	-	.050
New Haven Ct	[6]13.100	1.070	3.00% + .650	-	1.00%	New Haven Ct	10.700	.800	.600	-	.020
New Orleans La	[7]12.635	.650	3.00% + .400	[4]5.00%	1.00%	New Orleans La	9.845	.625	.600	-	-
New York NY	14.650	[8].00%	3.00% + .570	8.50%	[9]1.00% + .714	New York NY	[6]12.000	1.140	1.920	.360	0.50%
Newark NJ	13.730	9.00%	12.00%	10.00%	10.21%	Newark NJ	11.770	.700	.850	.500	-
Norfolk Va	11.950	.600	8.00%	-	4.00%	Norfolk Va	9.350	-	.600	-	.810
Oakland Ca	17.135	1.300	3.00% + 1.900	[4]12.00%	1.70%	Oakland Ca	16.090	1.500	2.000	.500	.540
Oklahoma City Ok	[7]13.684	.780	8.00% + .100	[4]8.00%	7.13%	Oklahoma City Ok	10.408	.500	.500	.500	.030
Omaha Ne	13.258	1.100	[7]3.00% + 1.150	[4]6.00%	[7]3.50%	Omaha Ne	11.670	-	1.000	[4]1.000	-
Peoria Il	14.550	.950	3.00% + 1.000	-	1.00%	Peoria Il	13.250	.600	1.000	-	.050
Philadelphia Pa	13.325	6.00%	9.00%	4.00%	8.75%	Philadelphia Pa	[6]11.595	1.225	.700	.600	.050
Phoenix Az	15.850	.960	3.00% + .800	-	2.50% + .100	Phoenix Az	[6]12.330	.600	.500	-	.220
Pittsburgh Pa	13.330	.950	3.00% + .500	.600	1.00%	Pittsburgh Pa	13.880	.900	.800	-	-
Portland Me	11.600	.690	3.00% + .250	-	1.00% + .020	Portland Me	8.250	-	-	-	-
Portland Or	16.350	.900	3.00% + 1.800	8.90%	1.00% + .160	Portland Or	12.620	.900	1.000	[4].500	.230
Providence RI	12.320	.700	3.00% + 2.050	-	1.00% + .040	Providence RI	10.550	.700	1.050	.500	-
Raleigh NC	9.600	.550	3.00% + .250	-	1.00%	Raleigh NC	8.000	.530	.500	-	-
Reading Pa	[6]13.390	.780	3.00% + .300	1.000	7.50%	Reading Pa	10.050	1.090	.950	-	-
Richmond Va	12.350	6.50%	3.00%	-	4.00%	Richmond Va	9.350	-	-	-	.810
Riverside Ca	15.910	.850	[7]3.00% + 2.400	-	1.00%	Riverside Ca	14.260	1.380	1.430	.750	.260
Rochester NY	13.430	1.000	3.00% + 1.400	[4].500	1.25%	Rochester NY	11.360	1.430	.740	-	.500
Rock Island Il	14.240	.700	7.50%	[4]6.00%	1.00%	Rock Island Il	12.370	.600	1.250	-	.160
Rockford Il	[7]13.186	[7].600	[7]3.00% + .800	5.00%	1.00%	Rockford Il	[6]12.450	.650	.500	[4].500	-
Sacramento Ca	17.090	1.250	3.00% + 3.000	-	.860	Sacramento Ca	[6]16.090	1.500	2.000	.500	.540
Salt Lake City Ut	12.549	.750	3.00% + .750	[4]6.00%	1.00%	Salt Lake City Ut	[6]10.280	.610	.400	[4].980	.030
San Antonio Tx	[6]11.969	.600	5.00%	[4]5.00%	4.00%	San Antonio Tx	[6]10.050	-	.300	-	-
San Diego Ca	15.190	.750	3.00% + 1.710	-	11.00%	San Diego Ca	14.260	1.380	1.430	.750	.260
San Francisco Ca	18.280	1.420	3.00% + 1.935	[4]6.00%	[23]8.00% + .377	San Francisco Ca	[6]16.090	1.500	2.000	.500	.850
Santa Ana Ca	16.550	.810	3.00% + 1.450	-	[24]9.00% + .020	Santa Ana Ca	14.260	1.380	1.430	.750	.260
Santa Fe NM	[6]12.509	.600	3.00% + .700	[4]7.00%	2.00%	Santa Fe NM	[6]10.380	.700	.500	-	.040
Savannah Ga	11.300	.600	3.00% + .850	-	1.00%	Savannah Ga	9.850	-	-	-	-
Schenectady NY	[6]12.750	.700	3.00% + 1.350	-	.050	Schenectady NY	[6]11.570	-	.850	[4].500	-
Scranton Pa	11.750	.850	3.00% + .500	1.000	.190	Scranton Pa	10.000	-	1.200	-	-
Seattle Wa	[7]14.798	.988	3.00% + 1.300	[4]6.00%	1.00% + .100	Seattle Wa	10.820	.730	.700	-	.100
Shreveport La	12.435	1.750	3.00%	[4]6.00%	1.00%	Shreveport La	[6]10.400	[7].800	.300	-	-
Sioux Falls SD	[9]11.450	.600	3.00% + 1.000	4.00%	4.00%	Sioux Falls SD	9.750	-	-	-	-
South Bend In	13.240	4.00%	7.00%	[4]5.00%	1.00%	South Bend In	10.760	.800	.500	-	-
Spokane Wa	15.500	.950	3.00% + .400	[4]8.00%	1.00%	Spokane Wa	12.998	.536	1.100	-	.090
Springfield Mo	12.430	.850	3.00% + .650	-	8.50%	Springfield Mo	10.020	.920	.750	-	.090
St Louis Mo	13.400	.830	8.50%	7.00%	9.50%	St Louis Mo	11.850	.680	.370	[4].800	.210
St Petersburg Fl	9.450	.550	10.00%	-	1.00%	St Petersburg Fl	8.950	.450	.450	-	.100
St. Paul Mn	13.300	.650	.400	7.50%	1.00%	St. Paul Mn	11.140	.550	.500	[4]1.000	[7].080
Stamford Ct	13.970	6.00%	9.50%	10.00%	1.00% + 1.090	Stamford Ct	10.000	.500	.750	.500	-
Syracuse NY	14.000	-	.870	-	.070	Syracuse NY	[6]11.170	.800	.880	-	.070
Tampa Fl	11.750	9.50%	4.00%	4.00%	1.00%	Tampa Fl	8.950	.450	.450	-	.100
Toledo Oh	15.100	.850	3.00% + .950	-	1.00%	Toledo Oh	12.190	1.060	1.500	1.000	-
Topeka Ks	13.450	.750	3.00% + .700	[4]6.00%	1.00%	Topeka Ks	11.940	.650	-	-	-
Trenton NJ	14.640	7.00%	3.00% + .750	-	[9]1.00%	Trenton NJ	[7]11.770	.700	.850	.500	-
Tulsa Ok	13.950	.630	3.00% + .610	-	1.00%	Tulsa Ok	11.758	-	.488	-	-
Washington DC	13.500	.750	3.00% + .800	-	1.00%	Washington DC	12.480	.960	1.100	-	.040
Wichita Ks	12.220	.750	3.00% + .500	[4]6.00%	1.00%	Wichita Ks	11.458	.100	.500	-	-
Wilmington De	13.800	8.23%	9.00%	-	.098	Wilmington De	10.770	1.000	[7].850	-	-
Worcester Ma	12.780	1.020	5.93% + .320	-	1.00%	Worcester Ma	12.380	.900	1.650	-	.070
York Pa	12.850	.930	3.00% + .250	-	-	York Pa	8.800	.450	.150	-	-
Youngstown Oh	13.360	.750	11.80%	-	9.00%	Youngstown Oh	12.450	.850	1.150	[4]1.000	.070

See footnotes at end of table.

Table 4. Continued—Union hourly wage rates and employer insurance, pension, vacation, and other fund payments for selected building trades in 121 cities, October 1, 1980

City	Plasterers Employer contributions for selected benefits[1]					City	Plumbers Employer contributions for selected benefits[1]				
	Basic Rate[1]	Insurance[2]	Pension	Vacation Pay	Other[3]		Basic Rate[1]	Insurance[2]	Pension	Vacation Pay	Other[3]
Akron Oh.	$12.010	$0.700	$1.800	[4]$1.500	-	Akron Oh.	$16.190	$0.910	$1.400	-	$0.150
Albany NY.	11.820	.800	1.000	-	[5]$0.748	Albany NY.	12.779	1.000	1.000	[4]$0.571	.170
Albuquerque NM.	[6]10.610	.770	.700	[4]1.000	.188	Albuquerque NM.	[6]13.250	.750	1.570	[4].500	.080
Anchorage Ak.	18.250	1.180	3.000	-	.188	Anchorage Ak.	20.600	1.000	2.900	-	.080
Atlanta Ga.	10.920	.600	.800	-	.188	Atlanta Ga.	[6]12.150	1.000	.850	[4].500	.080
Baltimore Md.	11.100	[7].500	.680	.300	-	Baltimore Md.	12.120	.870	.990	-	.070
Birmingham Al.	[6]10.530	.600	-	-	.030	Birmingham Al.	[6]11.950	.730	1.000	[4].750	.040
Boise Id.	[6]10.170	.960	.650	[4]1.050	-	Boise Id.	11.920	1.000	2.100	[4]1.700	.100
Boston Ma.	11.350	1.000	-	-	1.860	Boston Ma.	[6]14.100	1.020	1.480	.480	.050
Buffalo NY.	14.310	-	-	-	-	Buffalo NY.	13.810	1.030	1.630	-	.170
Burlington Vt.	8.950	.900	.200	-	.810	Burlington Vt.	10.660	.600	.580	-	.020
Butte Mt.	12.000	1.000	.900	1.000	-	Butte Mt.	13.750	.850	1.000	1.300	-
Charleston SC.	8.350	.250	.300	-	.810	Charleston SC.	10.800	.600	.600	-	-
Charleston Wv.	13.600	.850	-	.100	-	Charleston Wv.	[6]14.100	.650	.800	-	1.820
Charlotte NC.	7.800	.600	-	-	-	Charlotte NC.	[6]10.100	.500	.500	-	.060
Chattanooga Tn.	11.300	-	-	-	-	Chattanooga Tn.	12.350	.650	.700	-	.100
Cheyenne Wy.	11.280	.550	-	-	1.490	Cheyenne Wy.	14.970	.900	.900	1.300	-
Chicago Il.	12.570	.875	1.870	-	1.675	Chicago Il.	14.700	.840	1.090	-	[4].550
Cincinnati Oh.	13.395	-	1.000	[4]1.500	.235	Cincinnati Oh.	14.320	.700	1.350	[4]1.000	.650
Cleveland Oh.	13.250	2.100	-	[4]2.000	.130	Cleveland Oh.	13.810	.900	1.400	[4]1.000	.550
Columbia SC.	-	-	-	-	-	Columbia SC.	11.120	.590	.500	-	-
Columbus Oh.	12.860	.700	.300	[4].500	.020	Columbus Oh.	14.420	.920	.950	[4]1.000	.290
Corpus Christi Tx.	11.500	-	-	-	.080	Corpus Christi Tx.	[6]10.370	.450	.350	-	-
Dallas Tx.	10.940	.450	-	[4].300	.080	Dallas Tx.	11.410	.430	1.000	[4].250	.040
Dayton Oh.	12.500	-	-	[4].250	-	Dayton Oh.	13.910	1.050	1.420	-	.040
Denver Co.	11.840	.700	[4].400	[4].500	[7].200	Denver Co.	13.170	.850	1.250	.900	.190
Des Moines Ia.	[7]12.425	-	.900	-	-	Des Moines Ia.	13.188	1.000	1.350	[4].500	.380
Detroit Mi.	14.580	1.000	1.000	[4]1.000	.060	Detroit Mi.	[6]13.150	1.300	1.750	1.690	1.110
Duluth Mn.	12.480	.500	-	.450	-	Duluth Mn.	12.360	.500	.750	1.300	.150
El Paso Tx.	8.980	.770	.250	-	.080	El Paso Tx.	10.780	.500	.750	-	.040
Erie Pa.	12.960	.600	-	-	.550	Erie Pa.	14.070	.600	.500	-	.020
Evansville In.	12.880	-	-	[4].300	-	Evansville In.	14.730	.600	1.100	[4]1.637	-
Fargo ND.	12.000	-	-	-	-	Fargo ND.	[6]12.780	1.040	1.040	[4]1.000	-
Flint Mi.	[7]11.200	.800	1.000	[4]1.020	[4].100	Flint Mi.	[6]12.960	1.170	1.700	[4]1.500	[4].380
Fort Worth Tx.	11.910	-	-	-	.080	Fort Worth Tx.	11.430	.640	1.000	-	.040
Fremont Ca.	[6]13.540	1.200	2.800	[4]1.000	.330	Fremont Ca.	[6]18.550	1.650	2.740	[4,9]7.520	.360
Fresno Ca.	[6]11.650	1.400	1.700	1.500	.150	Fresno Ca.	[6]15.250	1.620	2.420	[4].750	[24].380
Grand Rapids Mi.	[7]11.100	.800	1.000	[4]1.120	[4].200	Grand Rapids Mi.	12.810	.700	1.300	[4]1.280	.250
Hammond In.	[6]13.310	1.100	.700	-	-	Hammond In.	14.070	1.200	1.150	[4]1.000	.250
Hartford Ct.	11.050	.750	.750	-	.050	Hartford Ct.	[6]12.210	1.100	1.390	-	.320
Honolulu Hi.	10.790	1.360	2.580	[4].600	.170	Honolulu Hi.	[6]13.800	1.050	2.050	[4]1.053	[26]1.047
Houston Tx.	[6]12.975	.920	.450	[4].525	.080	Houston Tx.	[10]11.840	.750	.880	1.250	.035
Huntsville Al.	11.000	-	-	-	-	Huntsville Al.	11.200	.600	.600	[4].650	-
Indianapolis In.	11.580	.800	-	[4]1.000	.633	Indianapolis In.	13.980	.600	1.100	[4]1.000	.080
Jackson Ms.	[6]8.950	.480	.300	-	-	Jackson Ms.	12.000	1.050	1.000	-	-
Jacksonville Fl.	9.880	.600	.300	-	-	Jacksonville Fl.	[6]12.000	.600	.600	[7].750	.100
Kansas City Mo.	14.450	-	-	-	.100	Kansas City Mo.	15.068	1.120	1.200	-	[27]10.88% [28].220
Knoxville Tn.	10.910	-	-	-	-	Knoxville Tn.	11.620	.600	.700	.350	.050
Lansing Mi.	[6]10.900	.800	1.000	[4]1.220	[4].100	Lansing Mi.	13.160	1.050	1.750	[4]1.000	.140
Las Vegas Nv.	12.600	1.600	1.500	1.700	-	Las Vegas Nv.	13.750	1.250	2.500	2.000	.230
Little Rock Ar.	10.890	[7]-	-	-	.030	Little Rock Ar.	[7]12.700	.600	.750	[7].550	.100
Long Beach Ca.	[6]14.995	1.080	1.830	.900	.300	Long Beach Ca.	[6]15.250	10.00%	16.00%	[9]13.00%	2.00%
Los Angeles Ca.	[6]14.995	1.080	1.830	[4].650	.550	Los Angeles Ca.	[6]15.250	10.00%	16.00%	[9]13.00%	2.00%
Louisville Ky.	10.850	-	-	-	[29]1.100	Louisville Ky.	[6]14.220	1.050	1.600	[4]1.000	.060
Lubbock Tx.	10.000	-	-	-	.040	Lubbock Tx.	10.550	.500	.450	[4].500	-
Madison Wi.	10.850	.850	1.000	[4]1.250	-	Madison Wi.	12.760	.750	1.250	1.000	.250
Manchester NH.	[6]10.190	1.010	.890	-	[7].970	Manchester NH.	12.400	.830	.650	-	.020
Memphis Tn.	12.150	-	-	-	-	Memphis Tn.	[7]14.170	.750	.750	[7]-	-
Miami Fl.	11.700	.750	.750	-	.020	Miami Fl.	10.820	.920	1.360	[4].600	.050
Milwaukee Wi.	10.910	1.300	1.000	.850	.060	Milwaukee Wi.	13.710	1.150	1.350	1.020	.150
Minneapolis Mn.	12.400	.500	.450	.700	.150	Minneapolis Mn.	[6]12.840	.700	2.000	1.750	.050
Mobile Al.	[6]11.620	.550	.500	-	.100	Mobile Al.	[6]12.400	.600	1.100	[7]1.000	.100
Montgomery Al.	8.850	-	-	-	-	Montgomery Al.	8.950	.850	.800	-	-
Nashville Tn.	9.580	.550	.200	[4].250	[7]-	Nashville Tn.	11.700	.750	.800	-	.070
New Bedford Ma.	11.400	1.300	1.100	-	.130	New Bedford Ma.	12.140	1.050	1.640	-	.200
New Haven Ct.	11.050	.750	.750	-	.150	New Haven Ct.	[6]11.470	.750	.800	-	[4]1.35% + .620
New Orleans La.	[6]10.180	.600	.350	[4].550	.080	New Orleans La.	11.900	.600	1.000	[4].750	.090
New York NY.	[6]11.500	1.350	1.540	[4].982	.950	New York NY.	[6]13.060	2.650	1.670	.720	2.060
Newark NJ.	12.670	.920	1.600	[4].500	.920	Newark NJ.	14.550	1.400	1.420	-	.325
Norfolk Va.	11.260	.480	-	-	.010	Norfolk Va.	[6]11.300	.800	.750	-	.030
Oakland Ca.	[6]13.540	1.200	2.800	[4]1.000	.330	Oakland Ca.	[6]18.550	1.650	2.740	[4]1.520	.260
Oklahoma City Ok.	[6]12.700	-	-	-	.010	Oklahoma City Ok.	12.620	.850	.850	1.750	.080
Omaha Ne.	[6]12.070	.850	.480	[4]1.250	.200	Omaha Ne.	12.940	1.100	1.150	.850	.300
Peoria Il.	15.210	1.100	1.100	-	.050	Peoria Il.	13.800	.800	1.300	[4].750	.050
Philadelphia Pa.	[6]12.650	.930	-	.300	-	Philadelphia Pa.	[6]13.930	.850	1.600	1.250	.080
Phoenix Az.	12.970	.950	1.400	-	.050	Phoenix Az.	15.490	1.080	1.350	-	.140
Pittsburgh Pa.	12.190	.850	1.550	-	1.140	Pittsburgh Pa.	13.980	1.000	1.600	-	1.080
Portland Me.	9.000	-	-	-	-	Portland Me.	[6]11.700	.700	1.000	-	.120
Portland Or.	[7]13.820	1.000	2.000	[4].450	[7].350	Portland Or.	14.270	1.500	1.850	[4]1.500	.190
Providence RI.	10.850	.900	.750	-	-	Providence RI.	12.240	1.000	2.500	.150	.050
Raleigh NC.	7.900	.600	-	-	-	Raleigh NC.	10.100	.500	.550	-	-
Reading Pa.	10.810	-	1.650	-	.090	Reading Pa.	[6]13.933	.850	1.400	1.250	.080
Richmond Va.	[6]11.250	-	-	-	.010	Richmond Va.	11.950	.450	.600	-	.050
Riverside Ca.	[6]16.110	-	-	[4]2.420	.420	Riverside Ca.	[6]19.250	10.00%	16.00%	[9]13.00%	2.00%
Rochester NY.	[7]13.670	.750	1.000	-	.130	Rochester NY.	[7]13.710	.825	1.220	4.320	2.210
Rock Island Il.	15.400	-	-	-	-	Rock Island Il.	[29]13.350	.540	1.410	[4]9.00%	.120
Rockford Il.	[7]11.330	.650	1.000	[4].750	.080	Rockford Il.	14.410	.650	.950	[4]1.000	.100
Sacramento Ca.	14.490	1.210	2.850	[4]1.000	[7].200	Sacramento Ca.	[7]14.890	1.560	2.100	[4]2.800	.170
Salt Lake City Ut.	12.230	.650	.650	-	-	Salt Lake City Ut.	[6]13.850	.810	1.100	-	.130
San Antonio Tx.	[6]12.480	-	-	-	.080	San Antonio Tx.	[6]13.000	.600	.550	[4].750	.170
San Diego Ca.	[6]14.160	.650	2.500	[4]1.250	.170	San Diego Ca.	[6]15.250	10.00%	16.00%	[9]13.00%	2.00%
San Francisco Ca.	13.580	1.100	3.500	[4]1.000	[7]1.500	San Francisco Ca.	[6]18.650	2.760	2.380	.650	[10]2.915
Santa Ana Ca.	[6]14.995	1.080	1.830	1.650	.250	Santa Ana Ca.	[6]15.250	10.00%	16.00%	[9]13.00%	2.00%
Santa Fe NM.	[6]10.610	.770	.700	1.000	.100	Santa Fe NM.	[6]13.250	.730	1.570	4.500	.080
Savannah Ga.	[6]8.750	-	-	-	-	Savannah Ga.	12.200	.650	.750	-	-
Schenectady NY.	12.320	.800	1.000	-	.240	Schenectady NY.	12.800	.850	1.050	-	.120
Scranton Pa.	12.630	-	-	-	.850	Scranton Pa.	12.190	.900	1.250	-	.150
Seattle Wa.	13.540	.850	1.500	[4]1.250	.250	Seattle Wa.	16.710	.990	1.750	2.000	.120
Shreveport La.	9.750	-	-	[4]1.000	-	Shreveport La.	11.870	.700	1.100	1.000	.080
Sioux Falls SD.	12.348	-	-	[4].230	-	Sioux Falls SD.	13.460	.550	.650	[4].660	-
South Bend In.	11.240	.850	1.350	[4].750	.050	South Bend In.	13.980	.750	.950	.500	.100
Spokane Wa.	12.610	.950	1.500	-	1.350	Spokane Wa.	16.980	.900	1.450	2.800	.080
Springfield Ma.	11.400	.980	1.150	-	.100	Springfield Ma.	[6]11.750	1.010	1.700	-	.220
St Louis Mo.	[6]11.845	.780	.800	[4]1.000	.150	St Louis Mo.	13.255	.800	.950	.600	.700
St Petersburg Fl.	9.100	.450	.500	-	.100	St Petersburg Fl.	12.980	.650	1.050	-	-
St. Paul Mn.	11.690	.800	.750	.900	.070	St. Paul Mn.	13.320	.700	.630	.670	.890
Stamford Ct.	11.470	.830	.250	-	.050	Stamford Ct.	[6]13.750	.750	.800	4.00%	.870
Syracuse NY.	10.650	.800	1.350	-	.025	Syracuse NY.	12.430	1.270	1.170	-	.130
Tampa Fl.	9.100	.450	.300	-	.100	Tampa Fl.	12.110	.800	1.050	1.500	.050
Toledo Oh.	[6]15.110	.600	-	1.000	.130	Toledo Oh.	15.640	1.350	1.150	-	.130
Topeka Ks.	11.700	-	-	-	-	Topeka Ks.	[7]13.330	.800	1.000	[4]1.600	.130
Trenton NJ.	12.380	.800	1.000	-	.040	Trenton NJ.	14.310	1.040	1.200	[4]1.000	.160
Tulsa Ok.	11.650	-	-	-	-	Tulsa Ok.	12.770	.650	.750	[4]1.000	.080
Washington DC.	12.050	.650	.750	-	.030	Washington DC.	12.850	1.050	1.100	-	.030
Wichita Ks.	11.000	-	-	-	-	Wichita Ks.	12.490	.800	.900	[4].750	.790
Wilmington De.	11.620	.980	-	-	[7].610	Wilmington De.	14.890	1.300	1.200	-	-
Worcester Ma.	11.500	.950	1.350	-	.050	Worcester Ma.	12.080	1.150	.900	-	.050
York Pa.	10.450	.650	.470	-	-	York Pa.	11.800	1.000	1.000	-	-
Youngstown Oh.	12.950	.780	-	-	[7]1.570	Youngstown Oh.	12.690	1.170	1.150	[4]1.500	.080

See footnotes at end of table.

Table 4. Continued—Union hourly wage rates and employer insurance, pension, vacation, and other fund payments for selected building trades in 121 cities, October 1, 1980

City	Building Laborers Employer contributions for selected benefits†				
	Basic Rate[1]	Insurance[2]	Pension	Vacation Pay	Other[3]
Akron Oh.	$12.570	$0.700	$0.900	-	$0.160
Albany NY.	10.325	.900	1.205	-	.230
Albuquerque NM.	[4]8.45	.630	.800	-	.140
Anchorage Ak.	15.870	1.100	3.000	-	.460
Atlanta Ga.	7.700	.360	.530	-	.100
Baltimore Md.	8.150	.350	.600	$0.300	.150
Birmingham Al.	[5]7.570	.400	.500	-	.060
Boise Id.	9.360	.900	1.490	[6].690	.150
Boston Ma.	9.550	.790	1.100	-	.180
Buffalo NY.	10.295	1.200	1.560	-	.680
Burlington Vt.	6.600	.800	1.000	-	.100
Butte Mt.	9.360	.700	.600	.750	.050
Charleston SC.	[7] -	-	-	-	-
Charleston Wv.	9.620	.700	.700	-	[8].050
Charlotte NC.	9.700	.250	.150	-	.050
Chattanooga Tn.	7.500	.550	.400	-	.020
Cheyenne Wy.	8.280	.550	.500	1.000	.320
Chicago Il.	11.100	.570	1.300	-	.010
Cincinnati Oh.	12.350	.800	.800	-	.100
Cleveland Oh.	12.510	1.180	1.700	-	.440
Columbia SC.	[7] -	-	-	-	-
Columbus Oh.	9.840	.700	.900	-	[9].600
Corpus Christi Tx.	6.210	.570	.250	-	-
Dallas Tx.	7.170	.300	.400	-	.020
Dayton Oh.	10.290	.700	.900	-	.180
Denver Co.	8.650	.590	.700	.250	.100
Des Moines Ia.	10.975	.400	.800	-	-
Detroit Mi.	10.910	1.100	1.150	1.330	.070
Duluth Mn.	9.850	.500	.450	.500	-
El Paso Tx.	6.210	.638	.400	-	-
Erie Pa.	10.690	.960	.860	-	.050
Evansville In.	9.900	.850	.750	-	.140
Fargo ND.	[7]8.900	.500	.500	-	-
Flint Mi.	9.690	.750	.850	[9].750	.040
Fort Worth Tx.	7.170	.300	.400	-	.020
Fremont Ca.	11.640	1.300	1.750	[10]1.400	[11].260
Fresno Ca.	11.640	1.300	1.750	[10]1.400	.210
Grand Rapids Mi.	8.460	.750	.500	[9].595	.050
Hammond In.	[12]10.650	.850	.750	-	.140
Hartford Ct.	8.650	.600	.800	-	.150
Honolulu Hi.	[13]9.060	1.090	1.560	[9].600	.180
Houston Tx.	9.470	.574	.800	-	.020
Huntsville Al.	[14]6.820	[9].400	.500	-	-
Indianapolis In.	9.500	.850	.750	-	.140
Jackson Ms.	[15]6.400	.200	.200	-	.070
Jacksonville Fl.	6.520	.300	.200	-	-
Kansas City Mo.	10.500	.450	.400	[9].750	.210
Knoxville Tn.	6.790	.300	.350	-	.010
Lansing Mi.	9.690	.750	.850	[9].750	.010
Las Vegas Nv.	10.800	.810	1.530	-	.020
Little Rock Ar.	7.200	.300	[16].700	-	.030
Long Beach Ca.	[17]10.630	1.250	2.900	1.200	.240
Los Angeles Ca.	[17]10.630	1.250	2.900	1.000	.350
Louisville Ky.	9.050	.400	.700	-	.030
Lubbock Tx.	5.855	.275	.270	-	-
Madison Wi.	10.320	.550	.550	-	.030
Manchester NH.	8.070	.750	1.100	-	.150
Memphis Tn.	7.655	.300	.650	-	.070
Miami Fl.	8.070	1.070	.550	-	.050
Milwaukee Wi.	[18]11.330	1.150	1.150	.550	.090

City	Building Laborers Employer contributions for selected benefits†				
	Basic Rate[1]	Insurance[2]	Pension	Vacation Pay	Other[3]
Minneapolis Mn.	9.900	.690	.600	$0.400	-
Mobile Al.	[4]7.160	.550	.500	-	.100
Montgomery Al.	6.160	.400	.450	-	-
Nashville Tn.	7.700	.350	.420	-	.020
New Bedford Ma.	9.550	.750	1.100	-	.180
New Haven Ct.	8.650	.600	.800	-	.150
New Orleans La.	8.900	.300	.270	-	.050
New York NY.	10.650	1.000	1.850	-	.080
Newark Nj.	8.500	.700	1.250	-	.100
Norfolk Va.	6.480	.250	.350	-	.070
Oakland Ca.	11.640	1.300	1.750	[9]1.400	.210
Oklahoma City Ok.	8.850	.300	.400	-	.010
Omaha Ne.	[4]9.210	.800	.700	-	[19].900
Peoria Il.	12.490	.650	.750	-	.050
Philadelphia Pa.	9.800	.900	.850	-	.100
Phoenix Az.	9.260	1.020	1.200	[9].80	.100
Pittsburgh Pa.	11.100	.910	.710	-	.050
Portland Me.	7.170	.800	1.100	-	.150
Portland Or.	[4]10.830	1.200	1.400	1.000	.150
Providence RI.	9.550	.750	1.100	-	.200
Raleigh NC.	9.700	.250	.150	-	.050
Reading Pa.	8.450	.450	.500	-	.090
Richmond Va.	[4]6.100	.250	.350	-	.040
Riverside Ca.	[4]10.630	1.250	2.900	1.000	.350
Rochester NY.	9.150	1.200	1.200	-	.090
Rock Island Il.	11.270	.500	1.000	-	.075
Rockford Il.	11.460	.650	.800	-	.050
Sacramento Ca.	[4]11.940	1.300	1.750	[9]1.400	.210
Salt Lake City Ut.	9.070	.500	.350	[9].250	.040
San Antonio Tx.	6.720	.570	.400	-	.060
San Diego Ca.	10.650	.770	2.050	[9]1.000	.230
San Francisco Ca.	[4]11.940	1.300	1.750	[9]1.400	.210
Santa Ana Ca.	[4]10.630	1.250	2.900	1.000	.350
Santa Fe NM.	[4]8.480	.630	.800	-	.140
Savannah Ga.	[4]6.820	.150	.150	-	.100
Schenectady NY.	10.540	.850	1.100	-	[11].180
Scranton Pa.	9.700	.670	1.000	-	.050
Seattle Wa.	12.930	.950	1.300	[9].750	.100
Shreveport La.	7.280	.250	.270	-	.020
Sioux Falls SD.	9.690	-	[9].400	-	-
South Bend In.	9.780	.850	.750	-	[12].140
Spokane Wa.	[4]10.680	.970	1.100	-	[11]1.200
Springfield Ma.	9.550	.750	1.100	-	.180
St Louis Mo.	11.325	.650	1.050	[9].500	.070
St Petersburg Fl.	7.680	.475	.370	-	-
St. Paul Mn.	9.900	.600	.600	.490	-
Stamford Ct.	8.650	.600	.800	-	.150
Syracuse NY.	9.550	.750	1.500	-	.050
Tampa Fl.	7.680	.475	.370	-	-
Toledo Oh.	12.370	.885	1.035	.500	[11].270
Topeka Ks.	7.950	.595	.500	-	.760
Trenton Nj.	8.900	.600	1.200	-	.100
Tulsa Ok.	8.850	.250	.400	-	.010
Washington DC.	9.520	.700	.620	-	[11].060
Wichita Ks.	7.750	.600	.500	-	.200
Wilmington De.	9.200	.900	.900	-	.110
Worcester Ma.	9.550	.750	1.100	-	.180
York Pa.	7.550	.500	.670	-	-
Youngstown Oh.	11.030	.700	.900	-	1.160

[1] These rates represent the minimum (excluding holiday and vacation payments regularly made or credited to the worker each pay period) agreed upon through collective bargaining between employers and trade unions.

[2] Includes life insurance, hospitalization, and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such programs have been negotiated.

[3] Includes all other nonlegally required employer contributions, except those for apprenticeship fund payments, as indicated in the individual agreements.

[4] Part negotiated rate, not included in basic rate shown. Amount may be included in computation of overtime and other premium pay.

[5] Part of basic rate transferred to insurance, pension, and/or vacation plans.

[6] Includes contributions for insurance and supplemental unemployment benefits, separate data not available.

[7] Part of pension plan contribution transferred to basic rate.

[8] No union rate in effect on survey reference date.

[9] Includes contributions for holidays and vacations, separate data not available.

[10] New rate in negotiation on survey date.

[11] Includes Rock Island and Moline, Illinois and Davenport, Iowa.

[12] Previous vacation contribution converted to wages in present agreement.

[13] Part of basic rate transferred to savings fund.

[14] Percentage based on negotiated rate of $14.54.

[15] Includes a 2½% contribution to holidays, part of negotiated rate, not included in basic rate shown.

[16] Pension contribution previously included in negotiated rate.

[17] Includes 2.4% contribution for holidays, part of negotiated rate, not included in basic rate shown.

[18] Includes contribution for insurance and pension, separate data not available.

[19] Employers pay employee's share of Social Security taxes.

[20] In addition to legally required contribution, employer pays employee's share of Temporary Disability Insurance.

[21] In addition, employer contributes to NIEF as follows: 0.8% of first $50,000 monthly gross payroll; 0.7% of second $50,000; and 0.2% of remaining monthly gross payroll.

[22] Includes 2% contribution for holidays; part of negotiated rate, not included in basic rate shown.

[23] Includes 4% contribution for holidays and 4% for savings fund; part of negotiated rate, not included in basic rate shown

[24] Includes 4% contribution for savings fund; part of negotiated rate, not included in basic rate shown.

[25] Includes 25 cent contribution for holidays; part of negotiated rate, not included in basic rate shown.

[26] Includes 89.7 cent contribution for holidays, part of negotiated rate, not included in basic rate shown.

[27] Includes 10% contribution for savings fund, part of negotiated rate, not included in basic rate shown.

[28] Includes $1 contribution for savings fund, part of negotiated rate, not included in basic rate shown.

[29] The following rates were applicable to plumbers in Davenport, Iowa: Basic rate $13.960; insurance $0.710; pension $1.140; vacation $0.500; and other $0.130.

[30] Includes $1 contribution for Security Savings plan; part of negotiated rate, not included in basic rate shown.

[31] Includes 85 cents contribution for holidays; part of negotiated rate, not included in basic rate shown.

[32] Includes $1 contribution to Credit Union Savings plan; part of negotiated rate, not included in basic rate shown.

* Represents either a newly negotiated or deferred increase which became effective during the quarter..

r Revision of data previously reported.

† Unless otherwise indicated, employer contributions are shown in dollar and cents amounts.

NOTE: Information on employer contributions to insurance (welfare), pensions, vacation pay, and other fund payments, as provided in labor-management contracts, is presented as cents per hour or as a percent of basic rate; in actual practice, however, some employer payments are calculated as a percent of a negotiated rate (rather than the lower basic rate shown), pay for total hours worked, or gross payroll. These variations in the method of computation are not reflected in the above tabulation. Payments made directly to workers each pay period for, or in lieu of benefits, are footnoted.

Some contracts also provide for employer contributions to an apprenticeship fund. Information on payments to this fund was not collected.

Calendar of Features

In addition to the information appearing each month, *Current Wage Developments* also presents periodic articles on particular subjects. The following index shows the dates of publication of these articles in the preceding 12 issues. Except for the articles on government employees' salaries, whose timing is determined by the availability of data, publication is expected to continue on the cycle shown below.

Subject	Issues											
	1979	1980										
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Major bargaining settlements							x	x	x			
Union wage rates for building trades	x			x			x			x		
Employment Cost Index	x			x			x			x		
Police and firefighters									x			
Refuse collectors' salary scales									x			
Teachers' salary scales						x						
Federal General Schedule employees' salaries			x									
Index to wage and benefit changes in preceding year				x								

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1515 Broadway
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Region III
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Phone: (415) 556-4678

U. S. Department of Labor
Bureau of Labor Statistics
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